

# Local Government SERVICE

**NALGO  
"BRAINS  
TRUST"**

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## BRAVO, MR. MORRISON!

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### Simpler Circulars

IN the apathetic days of the first A.R.P. preparations, and in the very different period since, the leading articles of this journal have frequently been devoted to constructive criticism of the actions and attitude of Government departments towards the war-time task of local authorities. If the whole series of these leaders were reviewed, side by side with the course of departmental policy and action, it would be seen that these leaders have, in fact, led. The response of the departments has sometimes been tardy, but response there has been. The most recent instance is a particularly gratifying one. Our February leader on "Circularitis" has now been followed by an announcement that the Minister of Home Security has discussed the subject of circulars with representatives of the local authorities, "has agreed upon certain principles," and has embodied these in a departmental instruction.

The instruction extends to matter, form, and style. Among the rules laid down on form and style we welcome an injunction to use direct language, and an emphasis on brevity and simplicity. No departmental instruction can ensure that every civil servant who has to put pen to paper will prove a master of clear, concise, and precise English—as we pointed out in the February leader, "to purify one's style to the ideals of precision and simplicity" is one of the last achievements of the conscious study and practice of composition. Nevertheless, much can be done to remedy the evils of which we complained if the departments will see that all important circulars are drafted by officers schooled in the arts of expression.

### Avoiding Confusion

ANOTHER useful decision is that a consolidating circular must state that it is such, should preferably contain no new matter, but, if it does, should say so at the beginning and indicate the new matter by underlining or vertical lines in the margin. And at last it has been laid down that "the words 'scheme-making authorities' must be used in the body of a circular where such authorities only are intended." The waste and confusion caused by the ambiguous use of the term "local authority" in the earlier days were considerable. In January, 1941, when discussing mistakes made in the adaptation of local government structure to war-time tasks we said that, even then, there were "too many instances in which circulars emanate from regional offices calling on 'the local authority' to do this or that without making it clear which authority is meant." Matters have improved—though there are still officers in some departments who use the term "local authority" in the belief that it can only mean the boroughs and districts as distinct from the counties, when any permanent officer of the Ministry of Health could (we hope) have told them that the county council is a "local authority" also.

Most important of the new rules are those dealing with subject matter. In our February leader we drew attention to the volume of meticulous prescription in so many departmental circulars, and the fantastic requirements for the reference of small items to the departments, holding that "some via

of two or three selected authorities (i.e., the actual officer on whom the burden will fall and not merely the clerk or controller)." Every one in the service (and not least the clerks and controllers) will be glad to see this, and we bespeak for the Ministry the best possible effort and thought on the part of any officer consulted under the new instruction—and an endeavour to visualise the impact of proposals on other types of authority as well as his own.

It is not stated how the Ministry proposes to arrange for these consultations. They will, presumably, be personal and informal and may thus be better left in the Ministry's wide discretion. We still think, however, that it would be better if consultation were on the fuller and more organised lines suggested in these pages from time to time. We have now got consultation with officers on matters of administration; and we know that for some time past there has been consultation with local authorities on broader questions of policy through the medium of their associations. In neither case, however, is the consultation as complete or as organised as it should be. As long ago as January, 1941, for example, we suggested that "the regional commissioners and the regional representatives of the departments ought to have established round themselves a consultative body of local authority representatives"; adding that "the local authorities should not be left to be mere executants of government policy on civil defence; they must be brought into the formulation of it through the regional machinery where the easiest means of contact exist."

Birmingham corporation later supported such a view, and a consultative council has now been established for the Fire Service. Is there any reason why such arrangements should not operate for civil defence generally, or why there should not also be—again as we have suggested—a panel of local government officers for consultation on the administrative aspects of civil defence? We see none; but meanwhile let us thank Mr. Morrison for this new development, and hope that other departments will quickly follow his excellent example.

### The Staffing Problem

THE recent prosecution of Blaenavon U.D.C. for its failure to furnish salvage returns to the Ministry of Supply has thrown a new light on the staffing problems of local authorities. The council had sent no returns for each of the six months from July to December, 1941, and it was fined £5 for each failure, making £30 in all. There was no question of failure to do the important job of collecting salvage; that had been done adequately, but shortage of staff and overwork of those remaining, aggravated by the illness of the clerk, had made it impossible to complete the required returns.

The council, which looks after a population of 11,000, has today a total staff of eight—two each in the clerk's, surveyor's and sanitary

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media must be found between the present rigidities of central control and the flexible requirements of effective and economic administration."

The new grant arrangements subsequently announced may reduce the number of references on financial matters, but the instruction just issued goes further by laying it down that, "as far as possible, circulars should set out only the principles and policy to be followed and should not go into meticulous details of administration."

An exception is (we think justifiably) made for circulars on shelters, "since the Government are the guarantors of shelter policy." A suggestion is also made that in some cases a model scheme might be attached "which local authorities may use with such modifications, consistent with the general policy laid down, as may be appropriate to their special circumstances." This proposal will manifestly meet the views of the local authorities and their officers; and the greater freedom they will now have in the interests of efficiency and despatch will, we are confident, be accompanied by no less a sense of responsibility.

### Consulting the Officer

THE move which we are most glad to see, however, after pressing for it for four years, is this: "Especially where a heavy or complicated burden of work is being laid on the local authorities, it is advisable before the circular is finally settled to consult the officers



inspector's departments, a rating and valuation officer, and a billeting officer. With that staff, which includes two temporaries engaged to replace officers called up, it has to carry on all the normal work of local government, together with the many heavy wartime tasks imposed on all local authorities, such as civil defence, billeting, salvage collection, and the management of a British Restaurant. In that, of course, it is in no worse plight than are many other authorities—though it has less margin than most with which to meet such accidents as the sickness of one or more officers. What the prosecution does emphasise is that some local authorities have reached the limit of their powers to undertake additional work on their present establishment and that, if the whole of their work is not to suffer, either the demands made on them must be reduced or their staffs must be increased. It would be interesting to hear of the experiences of other areas.

### Welcome the Allied Warriors.

**H**UNDREDS, possibly thousands, of NALGO members in the Forces have enjoyed the hospitality showered upon them so lavishly by the people of the other Allied nations to which they have gone, to train or to fight. Now we in this country, who are entertaining so many warriors from overseas, have an opportunity to repay that hospitality—and the men in the Forces would be the first to demand that we should do it well.

Recognising the desire there will be among all NALGO members to give a warm welcome to their colleagues from other lands, the general secretary has sent the following letter to the associations of local government officers in the United States, Canada, India, South Africa, Australia, New Zealand, and New South Wales:

No doubt many of the members of your Association will be serving in the Forces, and it may be that some of them will find their way into this country. We know how generous has been the hospitality extended to our boys when they have visited your country and we should like to do something in return. If any of your members wish to make contacts over here, especially in the municipal field of administration, I wish you would give them an introductory letter addressed to me, which they should take to any town hall in the country wherever they happen to be, ask for the secretary of the local branch of NALGO, and present the letter. I am sure our members will be delighted to render such service as they can to any of your members who happen to be visiting the old country.

We are confident that members everywhere will heartily welcome this opportunity not only to repay a debt of gratitude to those who have come here to help us win the war but also to establish international contacts which may prove of real value when the time comes to start on the even more difficult task of winning the peace.

### 68 per cent Favour Equal Pay

**T**HAT NALGO should have little difficulty in winning popular support (not, unfortunately, always the same thing as local authority support) for its policy of equal pay for women doing equal work with men is suggested by the results of an opinion survey carried out recently by the British Institute of Public Opinion. According to figures supplied to us by Mr. Henry Durant, director of the Institute, the survey showed that of a large number of people, in all walks of life and many parts of the country, who were asked whether they favoured equal pay for men and women doing the same work, 68 per cent answered yes, six per cent were undecided, and 26 per cent said no.

Naturally, women were more affirmative

than men: of the women asked, 77 per cent said yes against 17 per cent who said no, whereas the corresponding figures for men were 58 per cent and 36 per cent.

A similar inquiry in the United States showed an even greater majority in favour of equal pay—78 per cent, compared with 14 per cent against. Of the Americans, 85 per cent of women and 71 per cent of men approved and 7 per cent of women and 20 per cent of men opposed. Australians were less enthusiastic, with 59 per cent supporting and 33 per cent opposing.

### CHANGE OF ADDRESS

Mr. T. M. Kershaw, Southern Regional Officer, and Mr. A. Spoor, Public Relations Officer and Editor of "Local Government Service," who for the past two years have been working at Edgware, have returned to the Association's London Headquarters.

In future, therefore, all correspondence relating to the Metropolitan District and to Public Relations and "Local Government Service" (editorial) should be addressed to NALGO, 27, Abingdon Street, Westminster, London, S.W.1. (WHitehall 9351).

Correspondence relating to the distribution of "Local Government Service" and information for inclusion in the Roll of Honour should continue to be sent to the General Secretary, NALGO Centre, Croyde, Braunton, North Devon.

All of which seems to suggest that if our women will bestir themselves—as Miss Howie urged them to do in her article in last month's Journal—and get the subject made an issue when municipal elections are resumed they should get the public on their side, even if they cannot yet get all the public's representatives.

### Ratepayers and the Bonus

**I**F further proof were needed of the claim, several times made in these columns, that most ratepayers have themselves received war bonuses well above the bonus recommended for local government officers by the National Whitley Council, it was given in the "Ministry of Labour Gazette" for June.

An article there on the weekly earnings of workers in the principal industries shows that, between October 1938—the latest pre-war date for which similar particulars are available—and January this year, the average level of rates of wages, exclusive of such factors as overtime, fuller employment, and piece-work, had increased by 22 per cent, while the average level of total earnings, including these factors, had increased by 46 per cent for all workers.

The inquiry covered more than six million workers in 56,200 separate establishments, and in each of the 16 major classes of industry in the country, and may thus be regarded as providing a fair picture of the national position.

It shows that in not a single industry had earnings increased by less than 20 per cent. The lowest was paper, printing, stationery, etc., with an increase of 20.7 per cent (but this industry had the highest average earnings, for men at least, of any industry before the war—84s. 3d. a week). Next came public utilities with an average increase of 22.9 per cent, and others included:

INDUSTRY.	Increase per cent.
Government industrial establishments	27.3
Building, contracting, etc.	27.7
Wood working	27.8
Transport, storage (excluding railways)	28.8
Clothing	29.5
Food, drink, tobacco	29.6
Iron, stone, etc., mining and quarrying	32.6
Treatment of non-metaliferous mine and quarry products	33.3
Chemical, paint, oil, etc.	35.6
Brick, pottery, glass	35.8
Leather, fur, etc.	37.6
Textiles	43.0
Miscellaneous manufacturing	47.3
Metal, engineering, and shipbuilding	55.9

It would, of course, be unfair to use these figures as an argument that the National Whitley Council award for local government

officers was too low—for it must be remembered that large numbers of workers in these industries were receiving very low wages before the war, and many were subject to further reductions in earnings by periods of unemployment. The figures do, however, effectively explode the argument, still used by some local authorities, that the ratepayers as a whole cannot afford to give the Whitley Council bonus to their public servants because they have had nothing themselves.

It may be true that some ratepayers, notably certain independent retail traders, rentiers, and the wives of men in the Forces who cannot for various reasons take war jobs, have had no increase, and have possibly suffered a decrease, in income since the war. But when account is taken of the fact that practically every member of a household over school age is working to-day—and the earnings of youths and girls under 21 are much higher than before the war (by an average of 63 per cent for youths and of 45 per cent for girls), the number of such people must be small. There can be no doubt, on this evidence, that the overwhelming majority of ratepayers have received increases in earnings well above the increases asked for local government officers, and cannot, therefore, justly refuse the officers the modest bonus they have sought.

### Local Government on the Air

**R**ADIO listening groups provide an admirable mental stimulus for those hours of stand-by duty in control centres, wardens' and first-aid posts, and on fire-watching, to which so many of us are condemned nowadays. NALGO members will find that the B.B.C. this winter has arranged a series of talks of special interest to them. Under the title of "Westminster and Beyond," the talks will deal with government and the citizen, covering such questions as freedom of speech; Parliament and public opinion; the M.P. who chooses him?; and local government. Several local government officers will take part in the discussions, together with taxpayers, policemen, M.P.s, magistrates, and civil servants, and questions are invited from discussion groups and others.

These talks will be given in the home service every Monday night at 7.35 p.m., beginning on September 28. A parallel series, to be broadcast on Fridays at 7.40 p.m., beginning on October 2, will deal, under the title "Man's Place in Nature," with the teachings of science about the world and ourselves, and will bring many famous scientists to the microphone.

The best way to get the most out of broadcasts of this kind, as many NALGO branches have found in the past, is to organise a discussion group which can carry on the debate when the broadcast has finished. The B.B.C. has prepared pamphlets, lists of books, and other material helpful to such groups, and NALGO members wishing to organise one should get in touch with the appropriate B.B.C. education officer for their area. Addresses are:

Patrick Thornhill, B.A., Bedford College for Women, Regent's Park, London, N.W.1.  
 E. G. Francis, M.A., Broadcasting House, 282, Broad Street, Birmingham 1.  
 Joseph Smith, B.Sc., B.Mus., Broadcasting House, Woodhouse Lane, Leeds.  
 Education Officer, Broadcasting House, Piccadilly, Manchester 1.  
 D. W. Roberts, B.Sc.(Econ.), Broadcasting House, 39, Park Place, Cardiff.  
 H. E. Milliken, B.A., Broadcasting House, 23, White Ladies Road, Clifton, Bristol 8.  
 J. W. Leitch Adams, M.A., Broadcasting House, 5, Queen Street, Edinburgh 2.

### The Bolton Case.

**T**HE House of Lords is not now expected to deliver its judgment in the "Bolton Case" until September 7. The full report promised last month must, therefore, be held over to the October journal.



# ANY QUESTIONS? — NALGO 'Brains Trust' 183

## Holds its First Session

### "Delivering the Goods"

1. It was stated at Conference that "NALGO delivers the goods." Can you tell me—a new member—what "goods" it has delivered, i.e. what benefits it has secured for members?—Miss J. Dunford, Brighton.

MR. HILL.—That's an easy one! Here are some of the goods it has delivered—and is delivering daily:

Superannuation for all local government officers;

Adequate compensation on abolition of office;

Representation in Parliament;

Salaries scales;

Whitleyism;

Education facilities;

Establishment of Diploma in Public Administration at a number of universities;

Cheap and healthy holidays for thousands of members at holiday centres;

Weekly grants to hundreds of widows and dependants of members and the education of orphans through the Benevolent and Orphan Fund;

Provision of ancillary activities for members' economic advantage—such as all classes of insurance and building society; and

Entry to all government departments where representations are made on behalf of local government officers.

MR. HARROD.—Yes—and don't forget the great advances in service conditions the Association has secured—shorter hours, regulation of holidays, and sick leave rules. Then there are the improvements in methods of recruitment and training advocated in the Hadow report; the free legal defence available to every member; public relations; the present cost-of-living bonus; and the making up of war service pay—the last two "delivered" to a majority of members though not yet, unfortunately, to all who should have them.

MR. ALLEN.—Yes, that makes a pretty complete list, which shows, I think, that NALGO has, in general, done its job efficiently as a trade union. There is one other service you have both forgotten—the ever-watchful eye the Association keeps on legislation and government policy, so that it can protect the officer all the time.

Miss Dunford should ask her branch secretary to lend her the annual reports presented to Conference in recent years, including the last one, which justifies the statement made to, and accepted by, Conference, that "NALGO delivers the goods." This report gives full details of the quality of the goods and the benefits available to, and enjoyed by, members. I suggest, too, that she asks the branch secretary to lend her his copy of Mr. Hill's history of the fight for superannuation. One day, when we again enjoy peace, it will be possible to describe in similar booklets the other branches of NALGO's activities, and I hope the next may deal with service conditions.

MR. NORTON.—I would add one more benefit: greater security of tenure—because an employer is less disposed to sack an employee for "fun and fancy" if he knows that all his employees are in a strong trade union.

Bear in mind, too, that NALGO includes all its local branches, whose successes are just as much NALGO successes, whether Headquarters has a hand in them or not. Every time a branch gets ten pounds added to a salary grade, NALGO has "delivered the goods" again.

All the same, I don't like the attitude of the member who says: "What do I get for my money?" as though he were buying something from a shop. Members don't buy from NALGO... they are NALGO, and no NALGO exists except the members them-

selves. The better attitude is to say: "There's my contribution to the common fund—now we will see what we can do with it." NALGO is only the unifying medium for the efforts of all its members, and our contributions

With this issue we inaugurate a new feature which should prove of outstanding interest to readers.

The NALGO "Brains Trust" has been formed to answer members' questions on all aspects of the Association's policy and affairs.

For its first session the "Brains Trust" has assembled a strong team;

● F. H. HARROD, Director of Education at Coventry, and Chairman of the National Executive Council.

● C. A. W. ROBERTS, Manager of Walton Hospital, Liverpool; Senior Vice-President; and Chairman of the Education Committee.

● H. ALLEN, Senior Clerk, Treasurer's Department, West Riding C.C., and Chairman of the Service Conditions and Organisation Committee.

● P. H. MILES, Town Clerk of Hampstead; Hon. Solicitor for England; and Chairman of the Law and Parliamentary Committee.

● H. NORTON, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch; a member of Yorkshire District Committee (and better known to most readers as "Jackass").

● T. J. METCALFE, Inspector of Weights and Measures, Smethwick; Secretary of the Smethwick branch; and former Secretary of the Brighton branch.

● J. J. HILL, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.

● Miss M. HOWIE, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch, whose brilliant speech on equal pay for women was an outstanding feature of this year's Conference; and

● L. HILL, General Secretary of NALGO.

There are two other permanent members who were unable to attend the first session: Miss I. STANSFIELD, Juvenile Employment Officer, Manchester, one of the two women members of the N.E.C.; and J. H. WARREN, Town Clerk of Slough and Chairman of the Public Relations and Reconstruction Committees.

In addition, it is intended from time to time to invite "guest members" to deal with questions which they may be specially competent to answer.

The "Brains Trust" is prepared to answer, to the best of its ability, questions of all kinds dealing with Association policy, plans, organisation, history, and objects. Questions (which may be submitted over a non-de-plume, but must be accompanied by the name and address of the sender, as a guarantee of good faith) should be sent to the Editor of LOCAL GOVERNMENT SERVICE, at 27, Abingdon Street, Westminster, London, S.W.1.

**HAVE YOU ANY QUERIES, PROBLEMS, SUGGESTIONS, GROUSES, ABOUT NALGO? THEN SEND THEM TO THE "BRAINS TRUST"!**

are no more than our respective shares of the expenses incurred in making those efforts.

Money is not enough for any member. In other words, Miss Dunford, there is no "it" to deliver the goods; only "us"—which includes you.

MR. HARROD.—I support Norton's point about security of tenure. NALGO's power in preventing victimisation is not noticed, but it is there all the same.

To realise the cumulative effect of all the benefits NALGO has obtained, compare 1914 conditions with those of 1939. For the past ten years, for example, junior scales in most London authorities have progressed to £300 a year with no intermediate bar. Compulsory superannuation did not fall like manna—it was "delivered" by the N.E.C. The difficulty of new members is that they can't see the wood for the trees.

Miss Howie.—The important thing, surely, is that NALGO has welded 120,000 local government officers into a powerful unit. Twenty or thirty years ago, the officer got nowhere because he was an isolated individual. Now he is a member of an Association which has delivered some "goods"—pretty sub-

stantial ones, as Hill and the others have pointed out—and will deliver more. The quality and quantity of those prospective "goods," as Norton emphasised, will depend on the quantity and quality of individual members. NALGO, in short, will deliver just such "goods" as we make it deliver.

MR. MILES.—The very existence of our trade union, competent to interview Ministries, scrutinise Parliamentary bills, and conduct litigation from county court to House of Lords, shows that it can deliver whatever goods can reasonably be expected. Indeed, to misquote someone or other, "if NALGO did not exist it would be necessary to create it." I should like to put in a word, too, for the public relations policy, which is steadily increasing the prestige of local government officers, and the successful ancillaries, which could hardly exist without the parent body.

### Are "Higher Paid" Neglected?

2. Does not the Association tend to neglect the more highly paid officer?—David Leggett, Camberwell.

MR. HARROD.—No; for what is obtained for the "masses" applies to the "classes." The latter enjoy superannuation, sick pay, and such amenities as the building society, etc. Moreover, the legal defence scheme is almost exclusively applied to the defence and vindication of the more highly paid officers, whose devoted, but often very human, personalities are ready targets for public racket or private spleen. We spent between £3,000 to £4,000 on defending three of them in a case a couple of years ago—look at last month's LOCAL GOVERNMENT SERVICE for more cases.

The idea that NALGO neglects the more highly paid officers derives from two causes—the fact that, so far it has not done much about their salaries, taking the view that its first duty is to the more lowly paid, and the fact that some of the more highly paid, mindful of their "managerial" relationship to the local authority, tend to neglect NALGO and concentrate on their sectional organisations. Nevertheless, I think that the percentage of the more highly paid interested in and doing their bit for their fellows through the Association is as great as, if not greater than, the percentage in the "rank and file."

MR. HARROD.—I agree. What might sometimes appear to be neglect by the Association is largely a result of lack of desire on the part of more highly paid officers to use it—and to the adherence of local authorities to their strict powers of autonomy in respect of such officers.

MR. HILL.—It is not so much lack of desire to use the Association as absence of need. As officers reach the more highly paid positions they become outside the range of ordinary trade union activities, such as salary scales, office hours, holidays, etc. There is still plenty of help available to them, however, but it is more specific than general—such as personal and legal advice, independent representations, supplying information from Government departments, compensation on abolition of office, and superannuation.

Remember, too, that most of the "highly paid" officers have graduated to their positions and have received the benefit of NALGO during that process. The improvement of junior salary scales (whilst enjoyed during graduation) always improves the salaries at the top. The highly-paid officer can appreciate the value of superannuation for which NALGO has been solely responsible. It is a true saying that, whilst the junior officer has more to gain from NALGO, the senior officer has more to lose without it.

MR. ROBERTS.—I endorse that. The higher



paid officer doesn't need the Association's help so often as the more lowly paid officer, and we therefore hear less about him—but when he does need it is always forthcoming.

MR. NORTON.—Well, I think that the Association does tend to neglect the more highly paid officer, from the service conditions angle—and I regard that as an implied compliment to the N.E.C., which includes a high proportion of such officers. But there are obvious reasons for that neglect, other than those already mentioned. One is that highly paid officers, having direct contact with their councils, and possibly more influence with them than the local NALGO negotiator, don't need his help locally. Another is that, nationally, their salaries and conditions are usually regulated and safeguarded by a sectional, professional, or technical association.

I fear I shall be in a minority of one on this—but I do think NALGO will ultimately have to face the fact that, except on broad issues like superannuation, the chief or deputy chief officer has no real community of interest with the humble clerk—and vice-versa. Their problems are in different spheres. I would like to see all branches of any size set up a separate committee of higher-paid officers to deal with their problems, leaving the usual service conditions committee—from which they would be excluded—to concentrate on the poorer brethren. Both would, of course, be subject to the executive committee, which could co-ordinate, compromise, or over-ride where views or interest clashed. Nationally and by districts the same could apply.

"Sectionalisation of the service." I know—but as it is in fact sectionalised, why not admit and face it?

MR. ALLEN.—I don't think we neglect the more highly paid, even on salary scales; the building up of provincial or national scales of itself enhances his status. For example, one municipal borough pays its town clerk £1,000 a year whilst his righthand man, up to quite recently, received less than half that figure, with a consequential and proportionate lesser maxima for the remaining staff. The adoption by this authority of the provincial joint council scales of salaries would automatically elevate all salaries, including those of the higher-paid officers.

MISS HOWIE.—Exactly! The interests of all members are so bound up together that when we achieve a decent standard for the lower-paid grades the higher-paid will benefit almost automatically.

MR. METCALFE.—We must keep a correct perspective. Like most, if not all, other trades unions, NALGO is zealous in striving for the greatest good of the greatest number, i.e., the preponderating mass of lower-paid officers. The embryo chief officer shares equally in the improvements it gets for them. He frequently owes much of his advancement to NALGO educational facilities, and, speaking generally, his promotion in the service has been due in no small measure to NALGO having persuaded local authorities that merit should be the only qualification for the "plums" of the profession. Isn't the criticism implicit in the question partly due to the fact that those of us who get on in the service look upon ourselves as self-made men, whereas those of us who get little or no advancement are inclined to blame the "supine policy" of NALGO?

### National Scales Now?

3. Is not the time now ripe for the Association to inaugurate and pursue vigorously a campaign for national scales of salaries, hours of work, and service conditions?—"Underdog," Leicester.

MR. ALLEN—"Underdog" is a few years late. The campaign was inaugurated two years before the war, although it has long been NALGO's policy to secure national con-

ditions. But for the war, the intensity of the campaign which was so vigorously undertaken would have continued. The negotiations now taking place between representatives of the local authorities' associations, the National Whitley Council, and NALGO are all part of the policy of negotiation through the medium of a national body on all subjects which are in the forefront of our programme.

It must not be thought that because of the war nothing is being done. NALGO is every day carrying on the campaign, but of necessity its tempo has had to be modified. Through the National Joint Council, much has already been achieved and more will be achieved as quickly as possible, but I suggest that our main efforts must, in concert with all our fellows, be directed towards winning the war. The present is not the time for undertaking any campaign which would be "out of step" with the war effort.

MR. MILES—I agree—we must avoid action which might be construed as inimical to the war effort. If we lose the war, our service conditions will be settled without the intervention of NALGO. But we could now be preparing a cast-iron case, and be educating all members and branches in the need for loyalty, to their colleagues and their trade union principles.

MR. METCALFE—NALGO's primary task today is to consolidate and strengthen the Whitley machine—the only medium through which can be obtained national minimum standards of salaries and service conditions.

Under the stress of war, in the absence on active service of at least one quarter of the permanent employees of local authorities, and the over-riding importance of the changed and changing functions of local government, a major campaign would yield no lasting victory. By all means must NALGO continue to level out irregularities, to seek remedy for injustice, and to hang on to those things which have already been achieved. But we have a wider horizon before us as an Association and we shall profit no substantial number of our members by striving towards it in the murky half-light of war conditions. The crying need is for Whitleyism, entire and effective. The N.E.C. is doing all it can to achieve that. Are the branches?

MISS HOWIE—My answer to "Underdog" is Yes. Such a campaign now is the only way to improve salaries and conditions under the poorer authorities.

MR. ROBERTS—I agree with both Allen and Miles. At this critical time in the history of the country, the Association would be ill-advised to inaugurate and pursue vigorously a campaign for national scales of salaries. In season and out of season, under the vigorous leadership of Messrs. Allen and Riley, the policy of improving conditions and salaries is pursued, but now it seems to me that this should be done only as and when opportunity arises.

MR. HARROD—But, surely, the Association is pursuing such a campaign through its Whitley Council machinery. That machinery is gradually and surely gaining strength—as is shown by its decisions on cost of living bonus and the extended working week.

MR. NORTON—Yes—the time is over-ripe—and the Association is already more than half-way there. All our efforts should be concentrated on setting up a National Whitley Council whose awards were compulsory on all local authorities. The rest would follow.

MR. HILL—NALGO is always pursuing the campaign vigorously; therefore the time is always ripe. Our policy is to attain national scales through Whitleyism—but don't forget that there will always be variations in these scales as long as local government is constructed in its present form.

If "Underdog" wants one scale of salaries, one set of office hours, sick leave, holidays, and service conditions generally for the 2,000 major local authorities in England, Scotland,

and Wales, he will find that it cannot be done without abandoning local autonomy in local government. There is a danger in such a uniform standard that a good many of the members would have to "come down." National standards could not be obtained equal to the best that are in operation to-day. Even if national scales were obtained, it does not follow that all the "grievances" would be removed. Where excellent salary scales are now in operation there are many officers who believe they have not been put in the right grade. And if one level of remuneration were enforced, there would be resentment by those who are doing their best against those who are not.

### How Does It Work?

4. The number of Committees in NALGO bewilders me. How does the organisation work, from the branch committee to the N.E.C.?—Miss Nixon, Brighton.

MR. HARROD—I sympathise with Miss Nixon. It is bewildering—and like some other British institutions, wonderful because it works! Organically, it consists of a national framework superimposed on autonomous branches. Each branch, each district committee, each ancillary, and the N.E.C., seen separately, is clear cut. The whole seems rather complex, but it is healthy, since it has developed from the bottom up.

How does it work? Broadly, policy is settled by the branch delegates at Conference; the policy is implemented by the N.E.C., which reports its efforts back to the branches; and the branches then weigh things up for the next Conference.

MR. HARROD—I don't see anything bewildering about it. To my mind, the organisation is simple—branch executive committees, district committees, national executive committee, with sub-committees to deal with various activities.

MR. METCALFE—Perhaps we should expand that outline a bit. A healthy branch has many committees. They are the sure antidote to local lethargy, for they ensure breadth of vision, and virility of constructive criticism, and serve to bring the individual member into close contact with Association policy. In fact, it is the branch committee or sub-committee which is responsible for formulating NALGO policy—the N.E.C. frequently only adds the trimmings or gives the idea body.

During the war, many sub-committees indispensable to the proper working of a branch in peace-time are not able to make any measurable contribution, though reconstruction, public relations, B. & O. Fund, and emergency sub-committees, are still able to work with success. These sub-committees generally consist of the principal officers and certain members of the branch executive (a body freely elected by the members as a whole) and frequently—a most important point this—of members outside the executive who are co-opted by virtue of their special knowledge.

The recommendations of sub-committees are subject to approval by the executive committee, which is able to make direct representation to the N.E.C. or to Conference. In general, however, branches use the appropriate district committee to secure a wider measure of support for new policy, and the N.E.C. is increasingly soliciting the views of district committees on matters of importance. The usefulness of district committees, on which all branches are represented according to membership, is rightly becoming a factor of major importance.

Finally, we have our National Executive Council, the "upper house," with its numerous committees. Quite a lot of committees, I agree—but as each one, and every member of each one, can make a valuable contribution to NALGO's policy, they are none too many.



*In this exclusive article, specially written for "Local Government Service," an expert who has made a close study of German A.R.P. since before the war shows that in many respects civil defence organisation in Germany is inferior to ours, while in others it has copied the British model.*

Since the article was written, a special correspondent of "The Times" has recorded significant examples of the urgent drive now being made to strengthen the services to meet the growing intensity of R.A.F. attacks. These include the substitution of S.S. guards for police officials and civilian wardens, and the accumulation in open spaces in Berlin of masses of timber for the speedy erection wherever they are needed of huts to shelter the homeless—an inadequate measure, since the huts have no heating, lighting, water supply, cooking facilities, or furniture.

GERMANY began the organisation of civil defence and the training of the civil population in what air raids would demand of them some years before she plunged the world into war. Much practical experience since then has led to extensive modification of earlier plans, and fear of the bigger Allied raids promised this winter has lately led to the extension of civil defence to occupied Poland, where the Germans have organised large-scale exercises. Their newspapers have complained that the black-out in Western Poland has been "criminally defective," and, because they suspect the Poles of attempting to help the raiders, they have published a "final" warning that in future negligence will incur extreme penalties.

It is heartening to bear in mind that the German civil defence services are very busy these days—much busier than ours, and faced in many important target areas with tasks and problems greater than those which fell to our services in the heaviest of the raids here.

Strictly, there is no civil defence organisation in Germany in our sense of the term. The local authorities bear nothing like the responsibility which is theirs here. It is much more a military and police affair. Until recently, A.R.P. came under the Reich Air Minister, Goering, who had power to issue laws and decrees without reference to other Ministers. (He also on occasion issued unwise assurances, such as his assertion that German cities would not suffer from the R.A.F.) Under Goering, administration in the medium and lower grades and much effective control of the various services was in the hands of the police. But, after the 1,000-bomber raids on Cologne and the Ruhr, there came an important and significant change in the higher control. A.R.P. was put under police disciplinary law, which is the same as that of Heinrich Himmler's dreaded Waffen S.S.

## Service Compulsory on All

A.R.P. service is compulsory in Germany, and the citizens play their part through several organisations. First, there is home A.R.P., shared in by the occupants of every house, who must undergo a course of instruction at one of the schools of the Reich A.R.P. League. Each house party is under the control of a warden chosen from the occupants by the police, and each member of the party is given a specific job—fire-fighting, first aid (usually assigned to the women), messenger work, and so on. If a house party cannot cope with its own incident, the warden may call on neighbouring parties. The full-time services may be summoned only when the situation is really serious—when, for instance, there is a damaging fire which a group of house parties cannot get under control.

Business premises and other buildings which are left empty at night are protected by parties composed of non-residents. They and the home parties are the equivalent of our fire-guard parties, for there is no separate fire-watching organisation in Germany. Factories have to run their own A.R.P. services under the auspices of the Reichsgruppe Industrie, and factory parties are made up of a full-time nucleus based on the extended works

fire brigade and a majority of part-timers compulsorily enrolled. Like home parties, factory parties must be capable of dealing with all emergencies, and are strictly enjoined to call in the full-time services only when the danger is exceptional. Similarly, the Ministries, the Service and S.S. departments, the State railways, the post office, and other public institutions have to run their own A.R.P. services. One reason is to have these key centres protected exclusively by members of their various staffs to minimise the danger of spying, sabotage, and looting during raids.

## Severe Discipline

The full-time A.R.P. service is called the Sicherheits-und-Hilfsdienst, or S.H.D. (Security and Assistance Service), and embraces the police, fire brigades (in peace-time a part of the police), the technical emergency service, repair squads, the Red Cross, the municipal technical and public services, the street-cleaning departments, and other public services. We find no equivalent of our demolition squad, the corresponding German term for which would be Einreissen or Abreissen. As this is too suggestive of serious or lasting damage, the men who actually deal with demolition are called Instandsetzungstruppen, or repair squads. In danger areas the S.H.D. was reinforced by the calling up of men over 40 for the duration, but recently it has been seriously weakened by the transfer of many of these men to the army. The police and firemen wear their usual uniforms, but men in the other units have a uniform of the same colour as that of the German air force. Members of the Hitler youth, especially in the smaller places, have been trained as auxiliary firemen. Police, firemen, and members of other regular services draw their normal pay; those called up for service in the other branches of the S.H.D. are paid on scales similar to those of soldiers. Part-timers are not paid, but during the past year expenses for fares, meals, and wear-and-tear of clothing have been introduced for those engaged in A.R.P. at factory and business premises.

All active air defence, including the observer service, is directed by the Air Ministry. Passive defence is administered by the various regional and local police chiefs, and the S.H.D. is always commanded by the local commander of the uniformed police.

The recent change bringing it under the very severe disciplinary law which applies to police and S.S. may be variously interpreted. It puts a service composed largely of older men, less "reliable" from the Nazi point of view, in the grip of the S.S., and it may have been done partly to strengthen, in trying conditions, the authority of A.R.P. officers by giving them something of the standing of Gestapo functionaries. It is not unfair to assume that one consequence of the change will be that a service which, from the start, has been a spy organisation, checking up on the movements, utterances, and opinions of citizens, will move further in that distasteful direction. The Nazi party has naturally taken great interest in and exerted much influence on A.R.P., though until early 1941 party officials were exempt from A.R.P. duties on the ground of the importance of their work to the State.

Finally, there is the Reichsluftschutzbund, or R.L.B. (Reich A.R.P. League), another organisation under the special care of the Air Ministry. The Inspector General of the R.L.B. is a leading official in that Ministry. Yet the R.L.B. is not, as such, officially a branch of the A.R.P. service. It is, however, of great importance, and is stated to have 40,000,000 members. All the home and business A.R.P. units are trained and controlled by the R.L.B., under the supervision of the police. The regional sub-divisions of the R.L.B. correspond with those of the police. It has, too, advisory functions in connection with factory A.R.P., but does not concern itself with the S.H.D.

Since the service is compulsory, a higher proportion of the population is engaged in A.R.P. services in Germany than is the case here, though the disproportion has been greatly lessened by the extension of voluntary, and the introduction of compulsory, fire-watching here. But although many more German than British women are active in A.R.P., there is evidence that they have been far less satisfactory than the women here.

As here, black-out and siren warnings are among the provisions made. A complaint commonly made is that the siren is not heard, and many hand sirens are used to reinforce the public warning.

When the sirens go, all must take shelter, apart from people on urgent and vital missions, such as doctors and midwives, and the police and A.R.P. workers on duty. There have been repeated warnings that pensions and compensation will not be paid for people killed or injured outside shelters unless they were on duty.

## Convicts on Bomb Disposal

The fighting of the bigger fires during raids, and rescue work afterwards, are the concern of the S.H.D. Its efficiency has been much reduced since the attack on Russia by a steady drain of men to the Army. There has been frequent publication of instructions to the civil population on how to fight incendiary bombs, and these have become almost continuous since the R.A.F. started its heavy fire raids. As in this country, householders are advised to have handy stirrup pumps, pails of sand and water, and a long-handled spade, with, in addition, a Feuerpatsche, a kind of wet mop used to extinguish smouldering debris and sparks and to cool hot floors after a fire has been put out, and the Sandbombe, a thin paper bag filled with sand for throwing on incendiary bombs.

There are no specialist bomb disposal squads. The work is done sometimes by technical units of the S.H.D., and sometimes by convicts. Early in the war raid damage was tidied up with startling speed—so much so that there were complaints that the haste meant leaving people to die under ruins. A Hamburg letter of September, 1941, states: "In whole rows of houses windows were smashed; the next morning they were repaired. There were glaziers everywhere—there must have been hundreds." Among those who were impressed for such first-aid repairs were French prisoners of war. But this phase has long since passed. Not even



German organization—and A.R.P. has been minutely organized—can arrange for such quick repairs after raids of the kind which the R.A.F. are now regularly making; nor, however efficient the pre-provision, would the state of Cologne, Dusseldorf, and other cities after recent raids permit of anything of the sort being attempted. Indeed, intensive raids such as that in which, in a short time, 175,000 incendiaries were rained on Hamburg, overwhelm not merely the military defences but the A.R.P. services as well. The fire-fighting services especially seem destined to be called upon to engage in many losing battles in the future. Lack of materials and the pressing need to employ all available labour (including foreign) on war production have further slowed down the repair of raid damage.

### Poorly Equipped

The German A.R.P. services are less well-equipped than ours. For instance, it was only a few months ago that a power-driven trailer pump was introduced, and there is reason for believing that it is a copy of the Coventry Climax. The Germans were behind us, too, in introducing the stirrup pump, and the one they have is a copy of the English model. There is evidence that they lack fire-fighting material. A.R.P. workers wear a lighter version of the army steel helmet; the police wear the Army pattern. Provision of respirators has been less satisfactory than here. Their services generally are, under pressure, much more dependent for help on the army. They have no mobile canteens, but must hope for the use of army field kitchens, which are forthcoming where bombing has been severe.

After the 1,000-bomber raid on Cologne, detachments of the army sanitary services had to be sent to the city to help the local services prevent the spread of disease. There have been reports of a lack of medical supplies, and in May the police chief of Hamburg appealed to all households to acquire their own first-aid materials.

There is nothing like the Anderson or Morrison shelter in Germany, and the standard domestic shelter is the house cellar, which is shared by the occupants of the blocks of flats in which most town dwellers live. Most have not been reinforced, because timber for props is lacking. The basement walls between adjoining houses have been pierced to provide ways of escape for people trapped under collapsed buildings. The duty of arranging

for the cellar to serve as a shelter was not the public authorities' but the landlord's. At first, tenants had to pay their proportion of costs approved by the authorities, but so much friction and delay arose that the State now refunds all approved costs in excess of 10 marks. Since the domestic shelter is shared by a group of families, friction between neighbours and complaints of the noise made by other people's children are fairly widespread. In charge of each shelter is a public functionary who is a sort of petty policeman, and apt to behave as such. A leading German newspaper on one occasion advised this official that he "should not immediately threaten with punishment under the law, but first make an appeal to reason," and in the same article pointed out to shelterers that they were liable to "undermine the authority" of the warden by "pointing out small deficiencies in the arrangements."

These cellar shelters are not, of course, bomb-proof, and with many they are unpopular because people have been drowned in them when water mains were fractured. In Berlin in the autumn of 1941, 600 Germans were drowned when a big cellar was flooded. In November, 1941, officials of a railway station in Berlin were drowned in a cellar, and in Hamburg and Cologne there have been authentic reports of casualties in cellars due to the bursting of water and gas pipes.

### Shelter Discomforts

Since 1941, both underground and tower shelters have been built on a big scale. Berlin underground stations, with few exceptions, are unsuitable as shelters since the railway is much nearer the surface than the London Tube. The Hamburg underground is even less safe, and the Vienna underground is similar to that in Berlin. The proportion of the population which can be accommodated in large public shelters varies much from town to town, and is highest in Berlin and the cities of the north-west. Perhaps one-tenth of the population in the front line towns has access to large modern public shelters. In 1941, "bomb proof"

reinforced concrete shelters, some of them 20 to 30 feet below ground, were built, but it is unlikely that any of the shelters, old or new—apart from some in Government offices—are proof against a direct hit by the heavier bombs now being used by the R.A.F., certainly the 4,000-pounders. It was reported after the Rostock raids that "R.A.F. bombs were so powerful that even reinforced concrete shelters 25 to 30 feet below ground have been pulverised, and hundreds of persons have been trapped."

At first the furnishing of shelters was regarded as a matter for the users; then a liberal supply of bunks and stoves was begun—only to be cut short suddenly because of the pressing needs of the Eastern front.



"Mummy—I liked them much better before the war, when they were in Technicolor."

Sleep is a great problem for Germans these days. None is possible when and where the R.A.F. raid, and even when there is no raid those who take the precaution of spending the night in a shelter find sleep difficult or impossible. The reason is cold, a prominent cause of discomfort and complaint. A German paper pointed out in May, 1941, that even where there is a standard electric stove people must wear their overcoats, blankets, etc., and should insulate the walls and floor of the shelter with sacking or carpets. At the beginning of this year, members of the A.R.P. services were shown a film "Nobody Must Freeze in the Air-Raid Shelter."

German provision for those made homeless is probably less complete than that here. There is no equivalent of our rest centre; the nearest is the *Sammelstelle*, a collection or rallying centre where the bombed-out gather before being sent to billets. There has been evacuation, though it is seldom called this, probably because it would be too suggestive of serious difficulty. The official term describing the evacuation of children from bombed areas is *Kinderlandverschickung*—sending of children for a stay in the country.

Now, however, evacuation has had to be extended to others than children. After the 1,000-bomber raid on Cologne, the German Government instructed the Labour Front to undertake a census of all living accommodation throughout the country, with authority to force families to squeeze closer together in order to provide shelter for the homeless. Evacuations from Rostock numbered 80,000, i.e., four-fifths of the population.

### Just Another Job for Local Government!

The following happy thought comes from Commons questions on July 30.

Mr. R. J. DAVIES (Westhoughton, Lab.) asked the Minister of Health whether he was aware that persons with handcars stood outside certain schools waiting for the children to bring articles of clothing from their homes in return for fountain pens, scents, goldfish, books, and flashlamps... and whether he would take steps to prevent this.

Mr. E. BROWN, (Leith, L. Nat.).—The contemplated transactions would appear to be made offences by section 154 (1) of the Public Health Act, 1936, which provides that no person engaged in collecting rags, old clothing, or similar articles shall sell or deliver, whether gratuitously or not, any article of food or drink to any person, or any article whatsoever to a person under the age of 14 years.

Mr. DAVIES.—Will the Minister take steps to prevent a man's best Sunday suit being exchanged for a goldfish? (Laughter).

Mr. BROWN.—The responsibility for enforcing the Act rests with the local authority concerned.



"Tell me again you love me, George—it leaves me so cold!"

Readers will remember Jack Carver, of Walsall, whose brilliant pencil and shrewd humour enlivened our pages before and in the early months of the war. He is now in India with the R.A.F., and recently sent the two sketches on this page by airgraph from there.



# NALGO AND BRADFORD CITY COUNCIL

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**I**N LOCAL GOVERNMENT SERVICE last February we congratulated the Yorkshire district committee on its choice of Mr. Norman Dracup to fill a vacancy on the National Executive Council. Mr. Dracup was a real acquisition to the Council. He had served in the city treasurer's department for 22 years. He was chairman and vice-president of the Bradford branch, a prominent member of the Yorkshire district committee (where he sat on the executive and the service conditions and propaganda sub-committees), a member of the staff side of the Yorkshire provincial Whitley Council, and a former editor of the Bradford "Quarterly Review," one of the best of the NALGO branch magazines.

It is with much regret that we now record—as members in the Yorkshire district already know—that Mr. Dracup has not attended a single meeting of the Council and that, a few weeks after his election, he resigned from all his appointments in NALGO. Hitherto, since the facts surrounding Mr. Dracup's resignation were being investigated by a special committee appointed by the finance committee of Bradford city council, we have refrained from comment. Since, however, the circumstances have been widely reported in the Bradford and Leeds newspapers, we think it desirable to inform members generally of what has happened and is happening.

## "Must Resign, or—"

According to a report prepared by the Bradford branch, Mr. Dracup approached the city treasurer on January 31 and asked for leave to attend his first N.E.C. meeting on March 14. The city treasurer then told him that the chairman and deputy chairman of the finance committee had from time to time taken exception to his NALGO activities, and that he must either resign from all active association with the Association or be transferred from his official position as chief of the superannuation, salaries and service conditions section of the finance department. He was also told that there was no suggestion of breach of confidence against him, and that it was purely because of the confidential nature of the job he was doing that the question had been raised.

A few days later, Mr. Dracup asked for an assurance from the city treasurer that if members of his staff continued their NALGO activities, no victimisation was contemplated against any of them. After a long discussion, the city treasurer arranged to discuss the matter further at a later date.

## An Offer Rejected

The next interview took place on February 13, when the city treasurer said that he was prepared to defend Mr. Dracup's case and put it up finally to the chairman and deputy chairman of the finance committee. On Mr. Dracup's suggestion, it was agreed that, if necessary, he should limit his NALGO activities to membership of the Yorkshire district committee and the National Executive Council, since there could be no possibility of his local knowledge being of use at meetings of those bodies. The city treasurer indicated that he would give every encouragement to other members of his staff in their active membership of NALGO.

Five days later, the city treasurer told Mr. Dracup that the chairman and deputy chairman insisted on his resignation from all NALGO activities if he was to continue in his present duties. The city treasurer again reiterated that no other members of his staff would be affected. The branch executive committee felt, however, that these events were merely a prelude to a systematic attempt to reduce the Bradford branch to a merely

nominal organisation, and that strong action should be taken. It therefore referred the matter to the Yorkshire district executive committee.

On February 20, Mr. Dracup wrote to the city treasurer stating that, after careful consideration, he had reluctantly resigned all his offices in NALGO. This he did in a letter to the secretary of the district committee. Arising from the report to the district executive committee, the matter was referred to the National Executive Council, which instructed the general secretary to investigate and report.

The general secretary visited Bradford, interviewed Mr. Dracup, the branch officers, the city treasurer, and the town clerk, and attended a meeting of the branch executive committee. After two interviews with the city treasurer, it seemed that, in view of the assurance given to Mr. Hill, the question could be settled as an administrative matter, and Mr. Dracup was advised to have a further talk with the city treasurer. This he did, but replied that he found the situation exactly as before and reaffirmed his resignation from membership of the N.E.C. He also stated that the decision was a personal one and that he felt that no further action could be taken.

The branch reviewed the position and stated its views in the branch magazine, a copy of which is always sent to each member of the city council—which, up to this time, had no official knowledge of what had been happening.

## Questions in Council

At the June meeting of the city council, councillor J. Harrison put the following questions to the chairman of the finance committee, and received the answers quoted:

Are you aware of the circumstances under which an official of the National Association of Local Government Officers in the employ of the Bradford corporation has been compelled to resign his membership of the branch executive committee, the Yorkshire district committee, and the National Executive Council of his union?—Yes.

Have you taken any steps to countermand any instructions which would deprive the employee concerned of his right to participate fully in the work of his trade union?—No.

Are you prepared to give an undertaking that in future no restrictions will be placed on any officer or municipal servant participating to the fullest possible extent in that work?—No.

The lord mayor ruled that the matter could not be debated at that meeting, whereupon a requisition was deposited for a special meeting of the council. The local newspapers gave much publicity to the case. Later it was discussed by the finance (accounts) sub-committee, which agreed that a report of what had led to Mr. Dracup's resignation should be prepared and made available to members of the city council at the special meeting.

The branch executive committee thereupon asked the divisional secretary to send to each member of the city council a copy of a report prepared by the branch, giving its version of the incidents which had led to Mr. Dracup's resignation. The divisional secretary did that and sought and obtained permission to be present at the special meeting of the city council.

That meeting was held on July 7 at the conclusion of the ordinary meeting of the council. The case had, however, been discussed at length at the ordinary meeting of the council, on the minutes of the finance committee. An amendment to refer back for further consideration a minute of the finance sub-committee on this matter, with a view of the sub-committee investigating and reporting

on Mr. Dracup's resignation was rejected by a narrow majority. It transpired during the debate that each member of the city council had received a copy of a report made by the city treasurer to the chairman and deputy chairman of the finance committee, which, although dated June 15, had not been submitted to any committee or sub-committee of the council.

At the special meeting of the city council which followed, this motion was submitted:

That this council grant full freedom and right to its employees to elect, under reasonable conditions, representatives to such organisations as are the recognised agencies for the protection of their interests and which may negotiate from time to time with the council upon them.

## Previous Similar Moves

In moving the motion, Ald. M. F. Titterton said the council ought to lay down in minute form the right of all corporation employees to organise, to negotiate, and to representation on the particular organisations with which they were connected. The council ought to say, definitely that the responsibility and the acceptance of any duties or responsibilities arising out of the adoption of the resolution rested entirely on the employee. There should be complete absence of pressure in any shape or form, direct or indirect, by word, deed, or implication. He was prepared to add to his proposal that the council appoint a special sub-committee to conduct an inquiry, to hear evidence, and to settle the Dracup case.

Seconding the motion, Councillor W. Leach, M.P., said the case was only one of similar occurrences. Six months earlier an intimidatory move from the same source caused the Bradford branch of NALGO to cease publishing the name of the editor of the "Quarterly Review," and a month later another executive officer was advised—and that meant ordered—to sever his connection with NALGO altogether.

Mr. Dracup was a valuable and well-liked officer, and his work as head of the salaries, superannuation, and service conditions department admirably fitted him for NALGO office, where accuracy of information was necessary.

## "Permanent Hostility"

The reason given to Mr. Dracup for the drastic order he received was that he could not run with the hare and hunt with the hounds. The simile, however, was utterly false and singularly unfortunate. The case gave the impression that the corporation and its servants were in a permanent state of hostility. The idea of a partnership between them seemed inconceivable to some people.

Councillor A. W. Brown moved as an amendment that consideration of the motion be suspended pending a report by the finance (accounts) sub-committee into the circumstances. This amendment was carried by 49 votes to 3.

After the meeting, the divisional secretary reported to the branch executive committee and it was agreed that he should ask to appear before the sub-committee and for oral evidence to be called from members of the Association directly involved.

The finance (accounts) sub-committee agreed to set up a special committee of investigation, and the divisional secretary's requests were granted.

At the time of going to press, the special committee had not completed the investigation, and as the matter is, in a sense, sub-judice, it would not be proper for us to comment further at this stage. Next month, however, we hope to record the findings of the committee and the decision of the city council upon them.





TRADITIONS die hard in rural England, and nowhere harder than in Much Cowslip. A foreigner—which means anyone not actually born in the village—may marvel why Farmer Gollop is allowed to tether his billygoat to our only street lamp, from which vantage point it hurls itself out of the black-out with incredible speed and accuracy at the unwary who venture too near. He may wonder why Widow Pottle is permitted to hang out her red flannel smalls (a notable misnomer) on the Post Office telegraph wire, or why Constable Pennydown watches with disinterested gloom the small boys climbing over Major Fitzgallop's orchard wall. Should the foreigner ask for explanations, he would probably be told, "E allus 'as," "Er allus 'as," and "They allus 'as." Whatever it is may be wrong, may even be illegal, but provided it is sanctified by tradition and precedent Much Cowslip lets it pass. Indeed, so assured are we of the permanence of established practices, that "an' allus will" would probably be added as an afterthought.

Thus it was no surprise to us that when we put forward to the Council our request for the adoption of the Whitley scheme of overtime payments for the forty-six hour week, the reaction was one of unfeigned astonishment. When we attempted our usual lobbying before the Council meeting, we received scant encouragement. Councillor Gumble expressed the general view accurately when he said: "Start paying for overtime? What? Nay, lad, you've allus done it for nowt." Major Fitzwalk Fitzgallop called it "damned cheek," and snorted so fiercely that his startled horse carried him halfway to Buttercup Magna before he recovered control. On his return he added it was also "damned unpatriotic and rotten bad form." We noted him down as, if anything, inclined towards rejection of the application.

Councillor McIsaacs made a peculiar reply to our approaches, expressing his personal readiness to give us all a month's salary for nothing. We were left in some doubt whether he meant to convey his recognition and appreciation of our services, or to terminate them.

Councillor Gumble was equally indefinite, hinting darkly that if some of us paid outstanding accounts for goods bought from his provision store he might feel more charitably disposed towards us. Councillor Torpid fell asleep seven times while we were canvassing his support, but finally expressed his complete approval. He seemed genuinely sorry he would be away on holiday and therefore unable to attend the Council meeting.

Our only reliable supporter was Councillor Mrs. Gauche, who said one had only to look at our poor thin faces to see we weren't paid enough—especially that poor boy, Blatherpatch. She seems to think a good deal of Blatherpatch, claiming that he resembles her deceased nephew, Ernest. Only those who knew the late lamented Ernest can appreciate the full force of that.

The Chairman of the Council, usually our good friend, was too conscious of the mass feeling against us to commit himself to active aid, saying only that if the Council showed any disposition to approve the scheme he would place no obstacle in the way.

Carefully analysed, the results of our preliminary inquiry—which was not carried out without considerable expenditure from our Public Relations Fund at the "Lamb and Lion"—were anything but encouraging. Obviously, willing as we were in principle to rely on the obvious justice of our cause, reinforced by clear and cogent argument, something had to be done to direct the Council towards a correct decision. We felt we could not have forgiven ourselves had we allowed strict adherence to theoretical scruples to restrain us from preventing the Council from making a blunder which, on reflection, we felt certain they would afterwards regret.

Accordingly, the Clerk, Blatherpatch, and I, in our capacity as the Negotiating Sub-committee of the branch, busied ourselves for some days in inquiries of a highly confidential nature. Much of our labour was in vain, but by casting our nets widely in well-chosen waters we finally gathered several fishy items—and, to put it crudely, the more they smelt the better we were pleased.

Shortly afterwards, I "happened" to meet Major Fitzgallop, who, by the way, is Area Commander of our Home Guard, to his immense enjoyment. Courteously I admired the many medal ribbons he wore, encouraged him to relate once again his already oft-told anecdotes of Waziristan, Poona, the Cameroons, Palestine, and 1917 France. Then I dropped my brick. With well-simulated indignation I told him how a man, I met the

other day—a chap named Scuggins, who claimed to have been his batman—had tried to tell me that not only was he never a Major, merely a Lieutenant, but even that his "over-seas" service was no further abroad than Whitehall. Not, I assured the Major, that I believed a single word of it—but it might be awkward if I were to spread the story abroad.

The Major's face blanched. He stuttered, but in dismay, not indignation. "By gad," he said weakly, "the bally blackguard! No truth in it, of course—I hope you won't spread it about, my dear chap." I agreed warmly that the man was the blackest of guards, and assured the Major that his "lying story" would go no further. Then, as an afterthought, I mentioned the "overtime payment business," and, fixing the Major with a baleful eye, hoped he might reconsider his attitude towards it. Hastily he assured me he had already thought it over and changed his mind entirely. We parted affably.

With Councillor Gumble I had an interesting discussion on the purely hypothetical position which might arise if it were known that a local provision merchant and an esteemed personality was in the habit of trading sacks of sugar with a near-by farmer in return for a supply of fresh eggs and home-fed bacon. We agreed it would be an abominable business, especially if people like himself and Gollop were involved—not for one moment that anyone would even suggest it. Councillor Gumble also found that he had undergone a complete change of heart on the overtime payment award. He thought it "almost niggardly." We parted on the best of terms.

Councillor McIsaacs was a tougher nut to crack. In the middle of my exposition of the income-tax and its penalties for people who carried through substantial cash transactions "off the record," avoiding cheques and receipts or other written evidence whereby the deals might be traced and taxed, he interrupted brusquely: "Where's your proof?" Fortunately, I could quote chapter and verse; in two minutes we understood one another perfectly, and had reached what he aptly termed a "gentleman's agreement."

When the Council eventually met and considered our application it was pleasant indeed to hear the unanimous approval bestowed upon it, by Major Fitzgallop ("Only common justice for a set of jolly decent fellers"), Councillor Gumble ("Tardy recognition of an elementary principle in the relations between employees and employed"), and Councillor McIsaacs ("A plain straightforward arrangement and no hole-and-corner business"). As the Clerk told the Executive at its next meeting, when acknowledging their vote of thanks to the Negotiating Committee: "the award was so obviously a fair one, and the members of the Council—as always—so ready to judge it on its merits, that its acceptance was practically assured from the start and very little persuasion had to be brought to bear."

Very little persuasion!



"Councillor Mrs. Gauche . . . seems to think a good deal of Blatherpatch."



# REMEMBER ME?—"Jackass" has another Look at Branch Magazines

## Explanation

I WON'T apologise for the infrequency of branch magazine news, because neither the editor nor I can help it. The restricted size of LOCAL GOVERNMENT SERVICE compels him to devote most of his space to copy with a wider appeal. But whenever the flow of "priority" matter slackens sufficiently, a corner will be found for branch magazine topics.

## Diminishing Returns

Many established journals still reach me—those from Ealing, Bradford, Doncaster, Leeds, Camberwell, Coventry (the best branch magazine at the moment), Kent, Hertfordshire, Middlesex and Sheffield among them. Hampstead, Grantham and Stoke Newington maintain regular publication of their bulletins. Others seem to have disappeared completely.

Many may have been compulsorily "axed" by the paper regulations; others may have given up publication voluntarily because of supply difficulties or because the editor has gone into the Forces. Is that what happened to *Croydon Calling*?

Where a branch journal existed before the war, every effort should be made to maintain it even in a reduced form. Journals play a more important part than is generally realised in holding members together and keeping them informed. I hope branch executive committees will not be too ready to take the easy road and "scrap the journal" rather than make a real attempt to overcome the difficulties of wartime production.

## Undress Uniform

The July issue of *Manchester's Guild Journal* appeared in utility dress, shorn of its cover. Leeds, Bradford, Coventry and others adopted this means of saving paper some time ago, but *Ealing's In and Out* and the *Sheffield Journal* manage to retain their normal appearance.

*In and Out* is one of several where very small print has been adopted as a means of economy. Personally, like James Agate, I loathe the print which tests my eyes, and would always prefer three thousand legible words to five thousand which cost a headache to read—especially when, in most journals, careful compression and ruthless excision of unnecessary verbiage would reduce the five thousand to three thousand—and improve the effect.

## Looking Round

"Here are the minutes of the last meeting, and this is the Clerk reading them."

—*Guildhall Gazette.*

"In order to reduce the possibility of interference in the publication of our 'Review' the work has now been entrusted to a larger Editorial Board. This must not be interpreted as a change of policy; it is merely a protective arrangement to safeguard the interests of officers called upon to administer it."

—Bradford, "Quarterly Review."

And this in June, 1942! (For the reason see the article on page 187.)

"It is my privilege and my duty to think for myself."

—*Camera Principis.*

"We do not think the articles were written by the same person, for we detect an important difference—Jackass is funny."

—Leeds "Guildman Bulletin."

Thanks, pal!

## Those Reports

In recent issues of some branch journals much space was wasted on dreary accounts of the proceedings and decisions of the recent Annual Conference, despite the fact that fuller and better accounts had already appeared in

"L.G.S." To be worth publishing in a local journal, such a report must be a lively summary of the local delegate's impressions rather than a detailed list of motions and amendments.

The Leeds *Guildman* report by Editor P. P. Murphy is a shining example of how it should



"Are you in favour of affiliation, Miss Pett?"

be done, closely followed by the very readable report in *Herts Nalgo Newsletter*.

## "Lines from the Lads"

This seems to have been adopted in most journals as a headline for extracts from letters

# BALLOT ON AFFILIATION TO T.U.C.

BY the end of this month all branch secretaries will have received ballot papers for the national referendum on NALGO's affiliation to the T.U.C. There will be two papers—white for members in civilian employment (including civilian war work outside local government) and green for members serving in the Forces (the object of having different colours is to discover how many Forces members are able to vote). Each paper will contain the question: "Are you in favour of NALGO affiliating to the Trades Union Congress?" and the words "Yes" and "No."

Members should observe the following procedure in casting their votes:

**Members in Civilian Employment.**—On or before October 1 you will receive from your branch secretary, a white ballot paper and an envelope. As soon as you receive it you should:

1. Record your vote by crossing out one of the words "Yes" or "No" without adding any qualification or comment;
2. Seal the ballot paper in the envelope;
3. Write your name on the outside of the envelope; and
4. Return the envelope to your branch secretary at once—he must post all the votes from your branch to Headquarters by October 31.

If you do not receive a ballot paper by October 1, or if you receive a green paper instead of a white one, tell your branch secretary at once.

**Members in the Forces (at home or abroad).**—Your branch secretary will send to you, on or before October 1, a green ballot paper and an envelope bearing the address of Headquarters. As soon as you get this:

1. Record your vote by crossing out one of the words "Yes" or "No."
2. Seal the ballot paper in the envelope;
3. Write your name and the name of your branch on the outside of the envelope; and
4. Post the envelope to Headquarters—not to your branch secretary.

received from branch members with the Forces. A good feature—but sometimes overdone. One journal devoted nine out of fourteen pages to extracts of this kind. Not all had any literary merit or interest to readers other than those in close contact with the writer before he went.

*Camera Principis* and the *Manchester Guild Journal* handle this feature properly, by printing merely a sentence or two, sometimes a short paragraph, giving the most interesting item in each of the letters they consider warrant quotation. Editors should remember that if the serving member crosses from Java to Australia in an open boat, that is news. But if he catches a tramcar from High Street to Low Street that isn't, even if he is in the Forces.

And while we're on the subject of members in the Forces, let's look at another aspect of it. Recently I was shown a branch bulletin, designed for serving members, in which eighty per cent of the material related to branch social and sports activities. My own reaction, justly or unjustly, was to ask "Don't they know there's a war on?" as I read through the long paragraphs about the recent dance, the coming whist drive, the successes of the cricket team, the enjoyable visit of the bowls team to a neighbouring branch, and so on.

If that was mine, what must be the reaction of the man in Libya or on the Burma frontier? Besides which, such a publication gives a totally wrong impression of the activities of most of our members today, and is bad from a public relations point of view.

A little tact seems to be indicated.

If you have changed your address since last writing to your branch, or if you think your branch secretary does not know your address, send it to him at once—otherwise you may not get a ballot paper. If you do not get a ballot paper within a reasonable time after October 1, or if you get a white paper instead of a green one, write to your branch secretary, NOT to Headquarters.

While ballot papers from members in civilian employment must reach branch secretaries by October 31, those from members in the Forces will be accepted at Headquarters up to May 15, 1943. This should give ample time to every member to vote, no matter how far away he may be. Votes will be counted at Headquarters. Before counting they will be removed from the envelopes. Thus nobody will know how a particular member has voted.

It is essential that every member should vote: otherwise the ballot will not be a fair reflection of opinion within the Association and will fail of its purpose.

Only those who are members of NALGO as defined by the rules may vote, and branch secretaries—who have been sent copies of the relevant rules—will be required to certify that every person to whom they have issued a ballot paper is a member in accordance with these rules. Retired members, of course, are entitled to vote, provided their names are on the Register, as also are prisoners of war.

## Has Your Branch a Local Joint Committee?

IN response to the resolution adopted by this year's Annual Conference, approving the principle of local joint committees composed of representatives of local authorities and their staffs "as one method of improving efficiency in local government and assisting the war effort," all branches which have not already got a joint committee going are asked to do everything possible to establish one. The organising staff will give every assistance, submitting a draft constitution and, if desired, making applications to local authorities.



**Permission to Dismiss an Officer Refused**

**A**N interesting and unusual case under the Essential Work (General Provisions) Order, 1942, has resulted in another success for NALGO.

Heywood borough council decided to terminate the employment of its gas showroom manager, on the ground that the position was redundant in view of the restriction on the sale of gas appliances. The officer concerned wisely made a bee-line to the divisional office at Manchester, which promptly reminded the council that, under the terms of the Essential Work Order, no scheduled employment could be terminated without the consent of the national service officer and that, in consequence, its action was illegal.

The council thereupon applied to the national service officer for the necessary permission, which was granted. NALGO immediately lodged an appeal, and the case was heard before a local appeal board. The council was represented by the deputy town clerk and the showroom manager by the assistant divisional secretary. It was argued on behalf of the member that:

1. It was contrary to the spirit and intent of the Order for employees to be bound by its restrictions but precluded from its protection;
2. An officer who had given over 19 years' loyal and excellent service was entitled to more consideration than the summary treatment the showroom manager had received;
3. It was hard to believe that the corporation was unable to offer any suitable alternative employment in these days of acute shortage

of staff, particularly in view of the number of temporary clerks it was already employing;

4. The showroom manager was prepared to undertake work of national importance under the direction of the Minister of Labour, for the duration of the war, if the corporation would grant him leave of absence without pay, and agree to preserve his superannuable position (an offer to this effect had been refused by the council before the appeal);

5. If the Appeal Board decided that the post was redundant (which was not contested), it should recommend the national service officer to "direct" the member to war work, which would automatically keep his superannuation rights alive.

Contrary to usual practice, no decision was issued for some weeks, during which, it is understood, the case was reviewed by the Ministry of Labour. Finally, the appeal was granted and permission to discharge the member refused. Thus, he remains in the employ of the corporation (although in the interim the gas showrooms have been closed!), and he must be paid the arrears of salary which have accumulated since he was given notice.

It's just part of the NALGO service!

**Is Compensation for Loss of Office Payable to Men in Forces?**

**A** LOCAL authority which is paying to an officer a compensation allowance for loss of office in accordance with the compensation provisions of the Local Government Act, 1933, is not entitled to reduce the allowance by reason of the fact that the man concerned has been called up to serve as a soldier in the army. That is the effect of a ruling obtained by NALGO on behalf of one of its members.

The member was awarded a compensation allowance of £63 10s. a year. By paragraph 10 (1) of the Fourth Schedule to the Local Government Act, 1933, it is provided that if a person receiving compensation obtains any office or other public appointment he shall not, so long as he holds that office or other public appointment, be entitled to receive any greater sum by way of compensation in respect of the

office for which compensation is awarded than would make up the amount, if any, by which the emoluments which he is receiving fall short of the emoluments of the office in respect of which compensation was awarded.

By paragraph 12 of the same Schedule "office" is defined as meaning "any place situation or employment" and "officer" has a corresponding meaning. "Public appointment" is also defined in paragraph 12 as meaning "any employment the emoluments of which are payable out of public funds."

The member was called up to serve as a soldier and the compensating authority suspended payment of his compensation allowance on the ground that the provisions of paragraph 10 (1) of the Fourth Schedule to the Act of 1933 quoted above applied to his case. NALGO took the opinion of Counsel, who advised as follows:

"Whatever may be the meaning of 'office' or 'public appointment,' I do not think that a person serving compulsorily can be said to have 'obtained' either the one or the other. The word 'obtained,' in my opinion, connotes the idea of some effort on the part of the person who 'obtains' anything, and is inconsistent with the idea of compulsion. As regards this class of cases I am therefore of opinion that par. 10 (1) (a) of the Fourth Schedule does not apply. I have come to the same conclusion in the case of a compensated officer who volunteers for service in the armed forces of the Crown, although this may be a little more doubtful having regard to the definitions. The use of the word 'other' before 'public appointment' shows that the 'office' referred to in par. 10 (1) (a) must be an office of a public character. The question therefore is, does a person who is voluntarily serving in the armed forces of the Crown hold a 'public place situation or employment' or an 'employment the emoluments of which are payable out of public funds' within the meaning of the Fourth Schedule." In my opinion he does not, on the ordinary use of language, hold a 'public place, situation, or employment'; and I think that the words 'other public appointment' must be read *ejusdem generis*. I may add that, if I am right in the opinion I have expressed as to the case of a person serving compulsorily in the armed forces, I think that the Courts would strain to interpret the Fourth Schedule so as not to put the person serving voluntarily in a worse position."

A copy of this opinion was sent to the compensating authority who then submitted the case to the Ministry of Health. The department replied that the Minister was advised that a member of the Forces who does not hold his Majesty's Commission does not hold an office or other public appointment within the meaning of paragraph 10 of the Schedule referred to above. In the circumstances, the compensating authority agreed to resume payment of the compensation allowance.

**Ministry Rulings on Overtime and War Service Pay**

**I**MPORTANT rulings obtained by the Association recently from the Ministry of Health deal with payments for overtime, the reckoning of post-war credits in the calculation of the amount by which a local authority may supplement war service pay, and the making up of pay to prisoners of war. The effect of these rulings is:

**Overtime.**—Increased payments made to local government staffs because they are working more than the normal weekly hours must be regarded as overtime payments, whether they are so described, or whether they are described as a temporary increase in salary. In consequence of this decision:

Such payments are to be omitted from the calculation of the rate of remuneration for the purposes of national insurance—i.e. if overtime payments increase an officer's salary from under £420 a year to more than that figure, he will still be eligible for national health and old age pensions insurance, and will remain a compulsory contributor; and

Such payments are not to be taken into account for superannuation purposes.

Branches encountering any difficulty on this and similar matters should write at once to the appropriate divisional officer.

**Post-War Credits.**—While the Minister of Health has no jurisdiction which would enable him to give a final decision, he is inclined to take the view that post-war credits are not war service pay for the purposes of the Local Government Staffs (War Service) Act, 1939, and are not, therefore, compulsorily deductible from civil pay in calculating the maximum amount by which a local authority can supplement the service pay of members of its staff in the Forces.

The Government is ignoring post-war credits in calculating the amounts payable to civil servants.

**Prisoners of War.**—Since a prisoner of war remains a member of the Armed Forces, he

must be regarded as being still on war service for the purpose of the Local Government Staffs (War Service) Act and a local authority may, therefore, continue to supplement his war service pay. Since, however, a prisoner's service may count towards automatic increments of pay, it would not be safe to assume that his pay will remain throughout his period of imprisonment at the same rate as on the day of his capture. Information about a prisoner's present rate of pay can be obtained from the appropriate regimental paymaster.

**Edinburgh Diploma in Administrative Law**

**E**DINBURGH University is establishing a Diploma in Administrative Law and Practice, intended for those entering or engaged in the public services.

Candidates for the diploma must be graduates of a British university or other university recognised for the purpose by the university court, or other persons who can satisfy the Senatus that they have reached a standard of education equivalent to an ordinary degree of a British university. The subjects of instruction and examination are: administrative law, central and local (three terms); political economy (three terms); constitutional law (Spring term); organisation of industry and commerce (Autumn term); accounting (Summer term); and banking (Autumn term). Lecture hours have been arranged to suit those who are working in offices.

Courses will be practical as well as theoretical, and lecturers will include persons engaged in public administration.

The course will start in October, and candidates should apply to the secretary to the University, the Old College, the University, Edinburgh.

*In view of pressure on space, "Scottish Notes" are held over this month. They will appear next month.*



# He's run Works Savings Groups for 25 Years

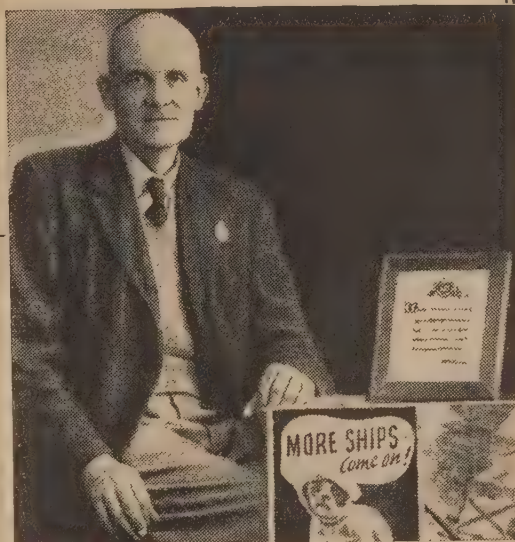
## and here's why!

*Dear Sirs,*

I founded this Group in February 1917, and have been continuous Secretary up to date. I am a piece worker, so have put the whole of my time in at my personal expense. I do not want to boast about that fact, but I should like to know of any other case within the knowledge of the N.S.C.

I feel proud of my record in the Savings Movement, and as it is rather exceptional I will give the reasons why it has made such an appeal to me, in the hope that my experiences may influence others of my fellow countrymen and women to take up this interesting and valuable work. My first reason is its non-party and no class basis. I have been Delegate to several Regional Conferences in that time, and I have been struck by the equality one finds when working with other workers of the Movement who are in other walks of life. In this Movement we have a splendid organisation in the unity of all classes to see us through the difficult days ahead, as well as the trying times through which our Country is going.

Another reason is when one has a little bit of capital one feels more safe and comfortable, also the more holders of Government Securities we have it adds to the stability of the State. I have 9 Groups working at our factory now, which are run



by the workpeople themselves with the whole-hearted support of Management and Trade Union Officials, again bringing together capital and labour, who are working for the benefit of the Country and themselves. It has been a great experience for me, and when I have been thanked by fellow-employees who have told me they have saved a bit for a rainy day as a result of joining a Group, I feel I have done something worth while.

Trusting this letter may be of some use to you in your Campaign,

*I remain,*

*Yours truly,*

**(Sgd.) FRANK BAKER**

HON. SEC. C.W.S. HOSIERY WORKS SAVINGS GROUP  
HUTHWAITE, MANSFIELD, NOTTS.



The following districts, branches, and individual members offer hospitality to members of NALGO in the Forces and stationed in their areas:

#### DISTRICT COMMITTEES

**Metropolitan.**—PERCIVAL W. BOND, Council Offices, Purley, Surrey (who will be glad to hear from other members of the district committee willing to co-operate and from branches in the Metropolitan area).

#### BRANCHES

**Acton.**—Miss J. PERGANDE, Town Hall, W.3 (ACOrn 3232).  
**Ashton-under-Lyne.**—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).  
**Aylesbury.**—Bucks county NALGO Sports and Social Club.—G. A. MELLOR, County Hall.  
**Barking.**—R. D. BROWN, Town Hall (Rippleway 3880).  
**Barnsley.**—T. S. FARNSWORTH, Treasurer's Dept., Town Hall (Barnsley 3232).  
**Blackburn.**—NALGO Sports and Social Club.—J. COX, 42, Victoria Street.  
**Bognor Regis.**—A. C. TWORT, Town Hall (Bognor Regis 1600).  
**Burnley.**—Greenhill Club, 163a, Manchester Road (billiards, bowls, cards, darts).—J. M. HOLT, Education Offices, Manchester Road.  
**Cambridgehire.**—LEO MASON, Shire Hall.  
**Canterbury.**—J. E. NEWPORT, Municipal Buildings, Dane John (Canterbury 2826).  
**Chelmsford.**—L. E. NILES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.  
**Cheshire County.**—H. JONES, 47, Walter St., Chester.  
**Cleckheaton (Spenborough branch).**—F. NORMINGTON, electricity works (Cleckheaton 16).  
**Colchester.**—A. E. GODBOLD, Town Hall.  
**Croydon.**—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROYdon 4433, Mayday Switchboard, Ext. 122).  
**Dudley, Worcs.**—S. N. COLYER, Sedgley Emergency Hospital, Burton Road (Dudley 2243).  
**Erith.**—D. H. E. HOCKLEY, Council Offices.  
**Gillingham.**—H. KING, Municipal Buildings.  
**Glasgow.**—Members are invited to avail themselves of the catering and other facilities of the Allies Canteen, 166, Argyle Street (corner of Union Street), as guests of the branch and are asked to sign the autograph book.  
**Grimsby.**—J. W. L. BUXTON, Treasurer's Dept., Mun. Bldgs., Town Hall Square (Grimsby 55141).  
**Hinckley, Leicestershire.**—J. G. S. TOMKINS, 16, Station Road.  
**Hornchurch.**—D. H. ELLIS, Council Offices, Billet Lane (Hornchurch 3434).  
**Hounslow.**—Heston & Isleworth staff sports club, 129, Hanworth Road, Hounslow (bar, billiards, table tennis, etc.), offers temporary membership. Apply: Hon. Sec., B. F. EMERSON, Council House, Hounslow.  
**Hucknall.**—E. H. ADAMS, Health Dept., Watnall Rd.  
**Hull.**—E. F. FOSTER, Treasurer's Dept., Guildhall (Hull 36880).  
**Ipswich.**—Miss E. M. EDE, Social Welfare Dept., 19, Tower Street (Ipswich 2208).  
**Isle of Wight.**—S. H. MATTHEWS, County Hall, Newport, I.O.W.  
**Kirkby-in-Asfield.**—L. H. JAMES, Gas Dept., Urban Rd. Kirkcudbright.—W. KIRKLAND, County Offices, Kirkcudbright, or A. N. BOTT, electricity dept., King Street, Castle Douglas.  
**Leicester.**—S. DAWSON, Transport Dept., Abbey Park Road.  
**Lincoln.**—Lindsey County officers hold a monthly social. Particulars from secretary, NALGO, County Offices, Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street (Bank 487).  
**Maidstone.**—Miss B. W. SOLOMON, Room 226, County Hall.  
**March, Cambs.**—C. F. BOTTERELL, County Hall.  
**Morley (Leeds).**—N. WRIGHT, Education Offices, Queen Street.  
**Newcastle-upon-Tyne.**—V. GRAINGER, Town Hall.  
**Newton-le-Willows, Lancs.**—E. W. BUSHELL, Latham House, Cross Lane.

**Orpington.**—R. H. JORDAN, Council Offices, 46, Bark Hart Road, (home) 255, Court Road.  
**Paddington.**—Bowling and Sports Club, Castellain Road, Maida Vale (bowling, tennis, table-tennis, billiards, darts, cards).—T. F. DUNNING, Town Hall, (PAD 7672).  
**Penarth, Glam.**—J. THOMAS, 19, Albert Road.  
**Reading.**—J. H. SOWDEN HALL, Weights and Measures Dept., Field Road (Reading 4190).  
**Rochdale.**—Municipal Officers' Club, Toad Lane (billiards, table-tennis, darts, cards, and bar).—J. H. LEVER, Town Hall, Rochdale (Rochdale 3181).  
**Scunthorpe.**—W. H. KENDALL, Civil Defence Headquarters, Comforts Avenue.  
**Southall.**—R. N. ROOK, Town Hall (Southall 1374).  
**South Shields.**—F. OLLIER, Borough Treasurer's Dept., Town Hall (South Shields 1380).  
**Stoke-on-Trent.**—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).  
**Walthamstow.**—C. E. HARVEY, Treasurer's Dept., Town Hall, E.17.  
**Ware, Herts.**—E. B. CULLEN, secretary, Herts A.R.P. Recorded Music Society, welcomes music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, usually 3 p.m. first Sunday each month at the Priory, Ware.  
**Weymouth.**—R. W. MILLER, Municipal Offices.  
**Wimbledon.**—J. W. BABBS, Borough Engineer's Dept., Town Hall, S.W.19.  
**Winchester.**—Miss J. Y. WALSH, Treasurer's Dept., Guildhall.  
**Wrexham.**—H. BROOKFIELD, Borough Surveyor's Dept., 1, Grosvenor Road.  
**Yeovil.**—Miss J. L. KEBBELL, B.A., Municipal Buildings.

#### PERSONAL

**Birmingham.**—G. F. WILLCOX, 143, Southon, Road, Hall Green, Birmingham, 28 (Springfield 2254); Miss D. UDAL, 55, Pakefield Road, King's Norton, Birmingham 30 (King's Norton 2436).  
**Bromsgrove.**—E. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove branch).  
**Cheadle Hulme, Cheshire.**—DARRICOTTE, Grove House, Grove Lane (Bramhall 306) offers "meals, bath, bed, snooker, table-tennis," etc., to members, who should write or phone first.  
**Esher.**—F. W. KIRK, "Holmdale," Hampton Court Way, Thames Ditton (office Esher 2241; home Emberbrook 2551). Formerly member of Wembley and Middlesbrough branches.

## NALGO ROLL OF HONOUR

#### Military

**Bond, Sgt.-Pilot A. J., R.A.F.**, rating dept., Thurrock U.D. (in raid over enemy territory).  
**Bryce, Pte. W. F., R.A.S.C.**, clerk's dept., Durham C.C.  
**Handford, Sgt.-Gnr. D., R.A.F.**, 21, meter inspector, gas dept., Coalville U.D. (shot down during air operations and died of wounds in prisoners-of-war hospital in occupied territory).  
**Henson, Tpr. R. L., 21**, treasurer's dept., Harrow (died of wounds in hospital in Italy).  
**Kellow, Flt.-Lt. J. O. D., R.A.F.V.R.**, Dawlish.  
**Knowing, Sgt. J. H., R.A.F.**, treasurer's dept. Brighton (in air operations).  
**Leftwich, Lt. R., R.A.A.**, clerk's dept., Newcastle-upon-Tyne (in Middle East).  
**Smith, Sgt.-Pilot E. C., R.A.F.**, housing dept., Wands-worth.  
**Southern, Sgt.-Pilot R. S., R.A.F.V.R.**, health dept., Newcastle-upon-Tyne.  
**Travers, M., Cheshire C.C.** (in Middle East).  
**Webber, Sgt.-Pilot P. A., R.A.F.**, clerk's dept., Bridgewater.  
**White, Pilot-Off. K. T., R.A.F.**, Bedfordshire C.C.  
**White, Sgt.-Obs. W. O., R.A.F.**, county accountant's dept., Durham.

#### MISSING

**Annot, Sgt.-Obs. A., R.A.F.**, public assistance dept., Kirkcaldy (in Middle East).

**Harrogate.**—L. DELLOW, 4, Woodside (office, Harrogate 503; home, 2808).  
**Scarborough.**—H. WILSON, 32, Newlands Avenue.  
**South Shields.**—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (South Shields 1000).  
**Stourbridge.**—J. H. CLARK, Southgate, Norton Road, Stourbridge (Stourbridge 57175).  
**Windslem, Surrey.**—G. LOWE, "Kersal," Woodlands, Lane.

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**Blackburn.**—NALGO Sports and Social Club, J. COX, 42, Victoria Street.  
**Bolton.**—Miss E. HOGG, Town Clerk's Office.  
**Cambridgehire.**—Miss W. E. ALDER BARRETT, County Library, Shire Hall, Cambridge.  
**Cheltenham.**—Miss B. A. RICHARDS, Health Dept., Municipal Offices (Cheltenham 2001).  
**Croydon.**—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROYdon 4433, Mayday Switchboard, Ext. 122).  
**Derby.**—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.  
**Feltham, Middx.**—Miss B. E. CARTER, Council Offices, Bridge House (Feltham 2281).  
**Grantham.**—Miss M. LYNN, Housing Supervisor, 36, Avenue Road.  
**Lincoln.**—Miss F. P. HARROLD, Infant Welfare Centre, Newland.  
**Maidstone.**—Miss B. W. SOLOMON, County Hall.  
**Newton-le-Willows, Lancs.**—Miss F. B. JONES, Public Library, Crown Lane East.  
**North Cheshire.**—Miss ATHERTON, Town Clerk's Dept., Sale.  
**Southall.**—R. N. ROOK, Town Hall (Southall 1374).  
**South-West Gloucestershire.**—Mrs. M. B. HARRIS, Council Offices, Kingswood, near Bristol.  
**Stoke-on-Trent.**—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).  
**Swindon.**—Miss M. HURTNOLT, Treasurer's (Rates) Dept., Civic Offices.  
**Winchester.**—Miss J. Y. WALSH, Treasurer's Dept., Guildhall.  
**Wrexham.**—Miss M. E. THORPE, 94, Rhosnesney Lane (Wrexham 2925).

**Campbell, L/Bdr. A., R.A.**, health dept., Newcastle-upon-Tyne (in Middle East).  
**Childs, Sgt. D. E.**, Essex Regiment, 21, accountancy assistant, Essex Rivers Catchment Board (in Middle East).  
**Collier, L. Col. L.**, architect's dept., Nottinghamshire C.C. (at Tobruk).  
**Crowe, Flt.-Sgt.-Pilot M. M., R.A.F.**, 21, health dept., Frimley & Camberley (from raid over Germany).  
**Dickinson, L/Bdr. A. M., R.A.**, surveyor's dept., Kendal (in Libya).  
**Grinwood, Sgt. A/G. E. N., R.A.F.**, 20, surveyor's dept., Banstead (in raid on Hamburg).  
**Hayes, F. C.**, 27, Mr. Helens (at Singapore).  
**Higham, Sqn. W., R.C.S.**, 21, Stretford & District Electricity Board (in Middle East).  
**James, Sgt.-Pilot D. S., R.A.F.**, clerk and solicitor's dept., Uxbridge.  
**Rawlinson, Sgt. Obs. J., R.A.F.**, electricity dept., Wigan (from raid over Germany).  
**Reardon, Sgt. G. H.**, 26, public assistance dept., North Riding C.C. (in Middle East).  
**Roberts, Sgt. E.**, 21, education dept., North Riding C.C. (in Middle East).  
**Roberts, Gnr. E. L., R.A.**, land drainage dept., Cheshire C.C. (in Middle East).  
**Spencer, Sgt.-Obs. G. R. S., R.A.F.**, 30, clerk's dept., Coulsdon and Purley (after raid on Hamburg).  
**Williams, Pte. K., R.A.S.C.**, public health dept., Goole (in Egypt).  
**Woolf, Sgt. J. W., R.A.F.**, education dept., Durham C.C.

#### PRISONER OF WAR

\* Clark, L/Bdr. K. C., surveyor's dept., Clacton (now in Italy).  
 \* Fewster, 2nd Lt. S. H., East Yorks Regt., treasurer's dept., Scarborough (in Libya).  
 \* Owen, 2nd Lt. D. J., rating dept., Amersham (in Middle East).

† Previously reported prisoner. \* Previously reported missing.

#### CORRECTION

We regret that in the August journal the name of Pte. E. D. Tomlinson, R.A.M.C., of the gas dept., Walsall, was erroneously included under the heading of prisoners of war. Actually, Pte. Tomlinson has been reported missing.

## Awards to Members

#### M.B.E.

**Cooper, Miss G. M.** Penly, county superintendent and county organizer, Civil Nursing Reserve, West Suffolk.  
**Heptinstall, Mr. Harold W., B.E.M.**, fire chief, Thurrock Area N.F.S. The award was made in recognition of Mr. Heptinstall's distinguished leadership in fighting extensive fires in his area in April, 1941, when he undertook dangerous and arduous duties in spite of severe enemy action.

Mr. Heptinstall had previously been awarded the British Empire Medal for bravery during fires in the area at the same period, and is thus one of the few members of the civil defence services to receive two awards.

#### MENTIONED IN DESPATCHES

Owen, 2nd Lt. D. J., rating dept., Amersham (twice). Lt. Owen is now a prisoner in Italian hands.

## NALGO Gunner Helped to Knock Out Six Nazi Tanks

HOW a 22-year-old member of the South Shields branch helped to cover the successful withdrawal of our forces from Gazala in Libya by knocking out six German tanks and immobilising four more was revealed by the War Office last month.

The member, Lance-Sergeant J. E. Turnbull, formerly employed in the South Shields health department, was attached to the 74th Field Regiment, R.A. After an all-night trek through the desert and across minefields, the column of which the gunners formed a part found itself, at dawn, at the head of a precipitous pass leading from the Gazala escarpment. South African engineers were waiting to blow up the pass.

"Jerry was registering on a stretch of coast a mile away," Sergt. Turnbull wrote. "Almost immediately we were ordered into action."

"The target for our gun was pointed out to me by the commander and we cracked off

straightaway. After firing three perfect rounds we were ordered 'fresh target,' and proceeded to immobilise another tank seven hundred yards away.

"We changed from target to target as each one was silenced."

"Our ammunition limber was now on fire and our quad was also blazing merrily. The ammunition position was becoming serious."

"However, the opposition found things too warm for them and we discovered we had come out on top. The enemy tank force had been put out of action and we were free to push on."

Lance-Sergt. Turnbull was a member of the Territorial Army before the war and was called up in September, 1939. He fought in France, took part in the Dunkirk evacuation, was sent to the Middle East in May, 1941, and in June this year was wounded by a shell splinter.



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## AFFILIATION BALLOT

### "High Treason" to NALGO

IT is two years since I laid aside my "toga," but I beg leave to resume it for so long as will enable me to enter a protest on behalf of my colleagues in the Forces against their betrayal at the hands of Conference on the issue of affiliation.

In normal times I would not fear this referendum, though I might construe it as a cowardly evasion of its responsibilities by our senior legislature, which was not sent to London to ape Pilate. But these times are not normal, and I will not disguise my present apprehension. It is incredible that Conference really believed that local government officers overseas in theatres of war would ever be able to participate in a ballot of this sort. But—and this was shameful—it was, not content to disenfranchise on a major issue so many members who have exhibited in the service a steadfastness which they have naturally extended to include the defence of its fundamental principles with their lives; it must needs also grant the influence which is rightly theirs to temporary officers who, however excellent they may be, cannot be expected to have the same sense of personal identity with the institution of government and the same care for its integrity. It would be hard to find a nicer instance of high treason.

If, as a result of Southall's ill-advised amendment, affiliation comes about, you will see some of the finest elements in our Association forced by conscience to resign their membership. And for that calamity the Conference of 1942 will alone be responsible.

D. R. WOODMAN.

## Trade Unionism and Politics

IN his comments on my letter in last month's journal, Mr. Garrard admits that the T.U.C. is not legally a political movement, and this fact, far from being immaterial, will reassure many members that their money cannot be used for political purposes.

Some objects of the T.U.C. can be attained only through political action. Congress found out many years ago that legitimate trade union aspirations could not be satisfied by trade unionism alone, but that conjunction with political action made possible substantial improvements in wages and working conditions. Local government employees no less than other workers have reason to be thankful for the broadening work of early trade unionists.

"Nationalisation of the land" is quoted by Mr. Garrard against Congress, but NALGO called for nationalisation of the land only a year ago, while the August journal propounds "NALGO's plan for National Social Security Insurance." These are political objects. Do they make NALGO a political movement? The truth is that trade unionism and politics are bound to be interwoven to some extent, and if one political party's programme is akin to our own objects, then it is only natural that we, as trade unionists, should be more sympathetic to such a party than to one whose objects run counter to our own.

I do not propose to search for a member of the T.U.C. General Council who is also a member of the Conservative Party. I hope and believe that it would be useless to do so.

Finally, is the only issue what the Government, the local authorities and the public think about us, as Mr. Garrard states? No, our prime work is for our members, and our duty to the public (as an Association) must come second.

Leicester.

J. HILL.

## EQUAL PAY FOR WOMEN

### Steps to the Goal

AS a woman member, drawing towards the end of a long period of local government service, I was pleased to read in last

month's journal that the younger generation was raising its voice in support of equal pay for women and men.

As has been pointed out before, however, there is little likelihood of this being brought about so long as men only have the say in the determination of salaries. The male mind, despite all proofs to the contrary, still considers work done by women to be as inferior as it was when they first started out to earn their livings, especially in local government. Yet today we see women of all ages in the combatant services, and now they are to fire-watch compulsorily; but because they are women and for no other reason, they

## READERS' FORUM

Letters for the October journal must reach the editor not later than Sept. 17. The editorial office has been moved and is now at 27, Abingdon Street, Westminster, London, S.W.1.

cannot have the same terms, for the same necessary work, as men.

I suggest that, instead of trying to obtain equal pay for equal work in one fell swoop, new entrants should start at equal rates, the present gap between the grades for men and women should be lessened, and anomalies should be rectified. This would lead the way to the goal of equal pay for equal work.

It is not right that women clerks in the principal class should be paid less than second grade men clerks—yet such is the position in Glasgow.

Glasgow.

E. C.

## Claim "Anti-Social"

SO Miss Howie, whose speech at Conference seems to have attracted considerable attention, invites the "members of the jury" to support her against Jackass's jokes.

As one of the members of the jury, let me record my vote in favour of Jackass. I do so seriously. The very fact that Miss Howie was accorded the privilege of overstepping her time-limit proves the fallacy of the arguments as to equality. There may be some women capable of holding their own against men in many jobs—I know of one who is appointments officer to a district man-power committee!—but they are well able to look after themselves; the rank and file of women in the service, I am sure, neither desire nor are capable of being treated on a basis of full equality.

Indeed, even if this were a practical possibility, it would be distinctly anti-social so long as present domestic conventions hold good. In normal circumstances, the male is still the head of the family, the bread-winner, and as such is under an obligation to earn sufficient to provide for his wife and children; his needs are paramount and should not be prejudiced by the wholesale invasion of his "spheres of activity" by women, however capable and well-intentioned they may be, who are unlikely to have the same social responsibilities.

W. P. STANLEY WOOD.

12, Washington Road,  
Maldon, Essex.

## PUBLIC ASSISTANCE AGAIN

### Mr. Wilson Under Fire

I READ with much interest the correspondence in the August journal on Mr. Norman Wilson's recent article on the future of public assistance. On reading that article myself I was amazed that anybody with such an obvious lack of knowledge of practical public assistance administration could be so reckless as to plunge into print in a local government publication. Mr. Alcock, in his letter, has ably exposed a number of misleading statements. It must be admitted that Mr. Wilson, in his rejoinder, has lost some of his self-assurance and, having been forced to retreat

and cover up under the shrewd blows dealt him, rather plaintively claims that, after all, he has some practical knowledge of public assistance administration. What is the experience which he considers his justification for discussing this thorny subject with such complete abandon? It appears that Mr. Wilson was for some years "on the staff of a large public health department."

Really, Mr. Wilson!

However, he cannot resist the temptation to give a sly dig below the belt, for in the latter part of the penultimate paragraph of his rejoinder, he speaks of the concern of district officers of the Assistance Board, having to take on their staffs a number of people, including ex-temporary public assistance clerks, with little training or experience. The innuendo is as obvious as it is unfair—unfair by reason of the very vagueness of the statement and the fact that it is second-hand. Furthermore, it appears to me to be an oblique and thinly veiled attack on the efficiency of public assistance permanent officers. Does Mr. Wilson know that a high proportion of these officers, outdoor as well as indoor, are qualified by examination for their work? Perhaps he can ascertain from the district officers whose confidence he enjoys whether the same can be said of the rank and file of the Assistance Board staffs.

Croydon.

J. S. CASHEL,

Deputy Public Assistance Officer.

## REVITALISE THE SERVICE

### Municipalisation v. Nationalisation

IN his letter in the August journal, continuing the correspondence evoked by my article in March, L.-Sgt. Clifford R. Hollis maintains that Government control of public utility undertakings would improve on the present system. My article called for a wider scope for local authorities after the war, so that the army of returning officers would have greater opportunity to develop local government and to shape their own careers. In my letter published in the July number, I urged that private, profit-making, public utility concerns should be acquired by local authorities, for the benefit of the ratepayers, and for the development of local government. Mr. Hollis, whilst zealously defending permanent officers on war service in "places far remote," against the alleged "contempt" of one who seeks to enlarge the scope of their post-war sphere, thinks fit to abolish their municipal rights and subordinate them to government experts.

Apart from the loss of administrative power by local government in such a transfer of control, what would be the position of Mr. Hollis and his army of compatriots after the war? Would they follow the "temporaries" into commercial spheres, or would they care to be absorbed, perhaps as temporary officers, in a newly constituted branch of the civil service, to deal, at a far greater handicap, with the same problems that confront local government to-day?

Mr. Hollis further declares that "the vast majority of 'temporaries' owe their jobs to a large number of permanent officers being engaged on rather more dangerous duties." I am reluctant to believe that this view is shared by the great number of temporary officers, who, without augmentation of war service pay, and without jobs to return to, have gone to share the dangerous duties of their "permanent" brethren.

Perhaps Mr. Hollis's views are not even endorsed by the remaining officers, permanent and temporary alike, who, by virtue of age and lawful exemption, still strive to maintain the services on the home front fraught with danger and, at the same time, endeavour to plan a better order of affairs for the much-hoped-for early return of the "Mr. Hollises" of the local government service.

Town Hall, GUY WOOLLACOTT-MASON, Reigate. (Public Relations Correspondent).

This correspondence is now closed.



# Is a Hospital Liable for Negligence of its Staff?

the April journal, on page 78, N.A.L.G.O.'s legal secretary summarised various legal issues on this question, including the case, *Gold v. Essex County Council* (1942) tried before Mr. Justice Ker.

In that case the plaintiff claimed damages from the county council on the ground that she had been negligently treated by a radiographer employed by the council at its hospital, as a result of which she sustained personal injuries. Mr. Justice Tucker held that the council, having employed a competent and careful radiographer, was not responsible for negligence in a matter of professional skill and skill as opposed to purely ministerial or administrative duties.

Since then this case has been taken to the Court of Appeal (Lord Greene, M.R., and MacKinnon and Goddard, L.J.J.), where the decision of Mr. Justice Tucker was reversed. The Court of Appeal considered all the cases, especially *Hillier v. St. Bartholomew's Hospital* decided by the Court of Appeal in 1909, referred to in the article in the April issue, and many other cases. Lord Greene said: *Hillier's* case has had a remarkable history. There can be few cases in the books which have given rise to such a diversity of judicial statement as to the precise nature of the point decided. I do not propose to examine the various and often conflicting statements on that it did decide which are to be found not only in English reports but also in Scottish and Dominion reports of cases concerning the liability of hospitals. . . . It is enough to say that there is not in my opinion any authority which prevents this Court from examining *Hillier's* case and forming its own opinion of what it really did decide.

The Court of Appeal held that:

1. The Essex County Council was liable for the radiographer's negligence, its obligation, which there was a breach, being to treat the plaintiff by the hand of the radiographer with the apparatus provided; and  
2. The effect of sections 181 and 184 of the Public Health Act, 1936, which empower county councils and other local authorities to provide hospital accommodation and recover expenses of maintenance of patients, is to impose on such bodies, if they exercise the powers so given to them, the obligation to treat patients. Consequently, they will be liable if those whom they employ under a contract of service to perform that obligation act without due care. This duty of the county council or local authority includes the provision of nursing, which it can effect only by its servants. If the nursing is negligent, the authority has failed to discharge its statutory duty and is liable accordingly.

This decision means that the obligations undertaken by those in control of a hospital towards a patient admitted to it are not confined to the provision of skilful nurses or skilful persons such as radiographers for giving the patient prescribed treatment. The obligation which they undertake is that of nursing or treating the patient as the case may be. Accordingly, they will be liable for the negligent act of a nurse committed either in the course of actually nursing the patient or while performing some purely administrative duty, such as serving his meals, which is merely incidental to the primary task of nursing, or for the negligent act of a skilled person, such as a radiographer, committed in the course of administering treatment properly prescribed by a medical practitioner.

The Court of Appeal also expressed the view that the nature of the work of consulting physicians and surgeons and the relationship in which they stand to a hospital authority are

such that the authority cannot be held to undertake responsibility for their negligent acts; but whether this is true also of house physicians and surgeons was not decided.

Lord Greene further said that the true ground on which a hospital escapes liability for the act of a nurse who, whether in the operating theatre or elsewhere, is acting under the instructions of a surgeon or physician is not that for the particular occasion she ceases to be the servant of the hospital, but that she is not guilty of negligence if she carries out the orders of the surgeon or physician, however negligent those orders may be. Lord Greene added that there was no reason on principle why, if the nurse carries out an order negligently, the hospital authority should not be liable.

As the Court of Appeal gave leave to appeal it seems likely that the case will go to the House of Lords.

## S. Wales & Monmouthshire District Committee

MEETING at Carmarthen on July 18, under the presidency of Mr. B. J. Evans, the South Wales and Monmouthshire district committee decided to support the principle of family allowances in addition to the alternative recommendations of the executive committee for better remuneration of all workers, expansion of social and health services, raising of the school age with maintenance allowances, free secondary education and vocational training for all, an equal opportunity of university education, and better housing.

The committee also adopted a resolution from Abertillery urging the N.E.C. to press on with its campaign for compulsory national scales of salaries and service conditions.

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# 196 SUMMER SCHOOL FRIENDSHIPS SPAN THE WORLD

## Palestine Invitation to NALGO Warriors

THE long-term value of NALGO Summer Schools and the friendly contacts they provide between officers serving widely separated authorities are strikingly illustrated in a letter received recently by the Education Secretary from Aircraftman K. C. Brown, a member of the West Sussex County Officers' Guild, now serving with the R.A.F. in the Middle East.

Recalling that, at the Summer School at Oxford in 1936, he met Mr. Yehudi Nedivi, town clerk of Tel Aviv, Palestine, Mr. Brown wrote:

"Tel Aviv seemed a very long way off in those days, and I was pleasurably surprised to receive a Christmas card from Mr. Nedivi the following Christmas. I happened to keep that card, and when I received my overseas posting last year I took it with me, together with other addresses of persons throughout the world with whom I might be able to renew acquaintance, for I knew not where I was going. By chance I arrived in a part of the globe from which I could reach Tel Aviv on leave. I dropped a line to Mr. Nedivi and received a very kind invitation to call and see him.

"I eventually obtained leave and visited Mr. Nedivi on April 10. When it is realised that I must have called at one of the most inconvenient times of the week for Palestine namely Friday, the start of their 'week-end,' and that I had not been able to let Mr. Nedivi know the date of my arrival, the cordial welcome I received and the trouble which he took to make my short stay an interesting one are the more fully appreciated. I learnt that, although he had received visits from representatives of local administrations in many parts of the world, I was the first representative of the British local government service to reach Tel Aviv. . . .

"Tel Aviv, standing alongside Jaffa, which is mentioned in the Bible as being then a very old city, is itself one of the youngest cities in the world, starting as a few houses amongst the sand dunes in 1910. . . . When, after the last war, Palestine became a Mandated territory in which a Jewish National Home was to be established, Jews from all over the world flocked to it and its growth was very rapid. In 1922 the population was a mere 15,000 settlers; this had increased in 1932 to 45,000

and since then the growth has been even more meteoric, the present population figure being in



"Don't you think they are carrying this salvage business just a little too far?"

## ANY ADVANCE ON 55 YEARS' SERVICE?

WHICH living local government officer has enjoyed the longest period of unbroken public service? The question is prompted by recent claims in our columns—by Mr. W. Kirk, with 52 years' service, 42 of them under the Gainsborough U.D.C.; by Mr. E. G. Hill, with 54 years' service, not yet ended, as clerk to the Clerkenwell Charity Trustees—and by further correspondence those claims have evoked.

Among living officers, the record at present is 55 years 4 months, held by Mr. T. W. Saffery, now living at St. Mary Cray, Kent. Mr. Saffery tells us that he joined the staff of the Islington Vestry in November, 1880, and retired from the position of rate collector under the Islington borough council in March, 1936.

## BENEVOLENT FUND MONTH BY MONTH

IN this feature we propose each month to indicate some of the methods used by branches and individual members to raise money for the pressing needs of the Benevolent and Orphan Fund, and to show some of the many ways in which that money is spent. Space cannot be spared to acknowledge all contributions, but branches adopting novel or specially successful money-raising devices are asked to send details to the B. & O. department at Croyde Bay.

### Where the Money Comes from—

Newcastle-upon-Tyne branch has sent the magnificent sum of £185 as a donation from branch funds.

Flintshire County branch has contributed £37, the proceeds of social activities. In the May journal this donation was wrongly attributed to Mold, where the branch offices are situated.

Lambeth has sent two donations—£20 10s., profit on a dance, and £1 15s., proceeds of a collection made after a musical hour on the piano given by one of its members—both entertainments arranged by one of the war-time women assistants employed by the council.

Billerica has given £11 2s. 6d., proceeds of a dance.

A member of the Grimsby branch built a model of H.M.S. Cossack which is being raffled on behalf of the Fund. It is hoped to raise £5.

### —And Where It Goes

A branch librarian called up for Service in the Forces contracted lung trouble from which he died, leaving a widow, aged 33, and three children aged ten, eight and two years respectively.

Sunderland has sent £25—part of the money it saved by sending only one delegate to Conference this year. What about your branch?

The illness was declared to be not attributable to war service, and the widow's income from pensions and insurances is insufficient to maintain the family. She is getting approximately £65 a year from the Fund.

A member, aged 35, contracted tuberculosis and was advised to enter the Royal National Hospital for Consumption, Ventnor. He could not afford to maintain himself in hospital at £2 2s. a week and support his wife and three young children at home, so the Fund is helping to meet the hospital fees.

the region of 150,000. It is now a large centre of industrial and cultural activity and has had its own port since 1936. . . .

"It has become the centre of modern Hebrew literature and journalism, has a public library and museum, and is the home of the Palestine Symphony Orchestra, which has become well known in the musical world under the baton of famous conductors, and of the Habimah (National), Labbur and other theatres.

"Mr. Nedivi went to a great deal of trouble to arrange for me to see something of the city's municipal activities. It is governed very much the same as an English city, two notable exceptions being that the mayor is a full-time paid appointment and that the town clerk is also responsible for political activities. I was put in the capable hands of his publicity manager, who, in a very short time, produced an itinerary for me which ensured that the short time at my disposal was fully occupied. I was deeply interested in all I was shown and hope to be able to return at a not too far distant date to see something more of the numerous novel and interesting projects which the city has on hand. I cannot say too much of the great kindness of Mr. Nedivi's staff and of Mr. Nedivi himself in their efforts to make my stay both interesting and instructive.

"I lunched with Mr. Nedivi twice and he has asked me to convey his very cordial invitation to any other NALGO members who may be in the vicinity of Tel Aviv to visit him and his hope that the time will not be too far distant when, in more settled times, Tel Aviv may be included as a port of call in a NALGO summer cruise."

Third place so far is held by Mr. T. W. W. Skemp, who started as a junior clerk with Bilston U.D.C. in August, 1887, became deputy town clerk when Bilston became a borough, and was later appointed town clerk, from which position he retired in June last year, after 53 years and ten months' service.

A potential challenger is Mr. W. T. Beeston, chief librarian at Wolverhampton who, though with "only" 49 years service to his credit, is still at work and still, despite the fact that "world conditions have hindered hopes . . . anxious to fulfil many innovations I had hoped to accomplish before my retirement." Mr. Beeston entered the municipal library service at Wolverhampton in November, 1893, and was appointed to his present position in 1911. He has seen annual book issues increase from 98,000 to nearly 700,000 and adds:

"I have enjoyed every minute . . . because it has been possible for me to give service to the book lovers of this fine old town. I have seen the libraries grow in strength: I have seen the young boys and girls of my early days blossom into citizens worthy of the name. Has it been worth while? It has!

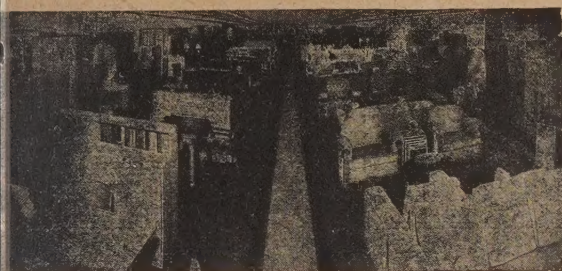
"I was an active member on the first NALGO committee in Wolverhampton."

Still longer records were set up by officers, now dead, who lived in the pre-superannuation era. Mr. R. S. Curry, clerk and steward of the county mental hospital, Newport, Isle of Wight, tells of one, the late Mr. Richard Lowes, who was clerk and steward of the Durham County mental hospital from December, 1863, to March, 1920—a period of 56 years 107 days. His successor, the late Mr. Thomas Gibson, completed 54 years 21 days in the same hospital, which he entered as a junior clerk in 1877, retiring in 1931.

Is there any significance in the fact that all these long-service officers have spent the whole, or most, of their official lives with the same authority? Do the seekers after variety and quick promotion wear themselves out sooner? Are there any officers who have served several authorities with comparable records? It would be interesting to hear.



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## NORTH-EASTERN

Middlesbrough C.B. has extended working hours to 42½ a week and has agreed to adopt the recommendations of the National Whitley Council on overtime pay.

The Association has declared a dispute between South Shields C.B. and its official staffs and has asked the conciliation officer of the Ministry of Labour and National Service to intervene. The dispute arises out of the failure of the council to implement the revised scales of salaries which it adopted on March 4, 1942.

Hetton U.D. has granted improved salaries to men and women officers in the junior and general divisions on the basis of the recommendations of the North-Eastern provincial council. Negotiations are proceeding for the re-grading of certain senior officers.

Durham C.C. has agreed to become a constituent member of the North-Eastern provincial council.

## EAST MIDLANDS

Northampton C.B. has adopted Scale 2 of the East Midland provincial council salary scales, with the addition of the following grades:

Men: Grade H: £390 + 15 (4)—£450; Grade I: £440 + 15 (4)—£500; Grade J: £500 + 25 (2)—£550.

Women: Grade N: £220 + 10 (4)—£260.

Nottingham C.B. has increased the scale for women juniors by £10 throughout. The scale is now £70 (at 16)—£150 (at 24).

Stamford B. and Coalville U.D. have adopted Scale 1 of the East Midland provincial council salary scales.

Loughborough B., Louth R.D. and the Grimsby, Cleethorpes and District Water Board have become members of the East Midlands provincial council.

Leicester C.C. has adopted the following sick pay scheme:

Length of Service.	Full Pay in any one year.
Under 6 months	... .. 2 weeks
6 months-1 year	... .. 1 month
1-5 years	... .. 2 months
5-10 years	... .. 3 months
10-20 years	... .. 4 months
20-30 years	... .. 5 months
Over 30 years	... .. 6 months

Less National Health Insurance benefit.

## WEST MIDLANDS

West Bromwich C.B. has adopted the following revised scales:

Men:

Juniors: £55 (at 16) + 10 (1) + 15 (3)—£110 (at 20); Grade A: £135 + 10 (1) + 15 (6)—£235; Grade B: £210 + 12½—£265; Grade C: £250 + 12½—£300; Grade D: £300 + 12½—£350; Grade E: £325 + 15—£370; Grade F: £340 + 15—£400; Grade G: £370 + 15—£430; Grade H: £410 + 15—£470.

## Women:

Juniors: £55 (at 16) + 10 (2) + 15 (2)—£105 (at 20); Special Grade: £55—£120; Grade A: £120 + 10—£150; Grade B: £150 + 10—£180; Grade C: £160 + 10—£200; Grade D: £190 + 10—£230; Grade E: £210 + 10—£260.

On attaining the age of 21, junior officers are admitted to Grade A, provided this condition shall not apply to women in the special grade.

The Corporation has also adopted the following new sickness and holiday schemes:

Sick Pay:	Length of Service	Full Pay	Half Pay
	Up to 1 year	3 weeks	3 weeks
	1-5 years	6 weeks	6 weeks
	Over 5 years	3 months	3 months

The above may be extended by the council on the recommendation of the chief officer. Service with other authorities counts. When payments under the scheme are exhausted, an official shall not be entitled to further payments until he has completed 156 working days' service with pay. National health insurance benefit is deducted from full salary only.

## Holidays:

Up to 1 year—6 working days; 1-10 years—12 working days; 10-15 years—15 working days; Over 15 years and grades E, F, G, H (men) and D and E (women)—18 working days.

Service with other authorities counts. Walsall C.B. has abolished the interim grade of £120 for women. The scale now runs: £50 (at 16) + 15 (1) + 10 (1) + 15 (2) + 25 (1) + 10 (7)—£200 (at 29).

## SOUTH WALES

Mynyddislwyn U.D. has adopted the recommended Scale 1 of the South Wales provincial council.

Swansea C.B. has agreed to the re-grading of sanitary inspectors from £251 + 12½—£308 to the South Wales provincial council's grade D of scale 2—£300 + 12½—£350.

## Correction

The paragraph on the new Cardiff scales in last month's Journal should have read:

Cardiff C.B. has amended the old salary scale for women (£90—£200, with intervening maxima at £130 and £170) to: £90 + 10 (6)—£150; £160 + 10 (4)—£200; £210 + 10 (3)—£240.

## SOUTH WESTERN

Bridport B., Dorchester R.D., and Wells R.D. have decided to become constituent members of the South Western provincial council.

## Cost of Living 29·7% Up

The Ministry of Labour cost-of-living index rose one point last month to 201, representing an increase of 29·7 per cent in the cost of living since the outbreak of war.

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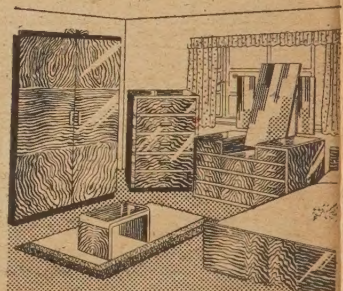
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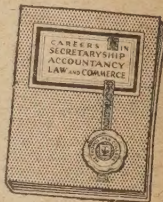
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